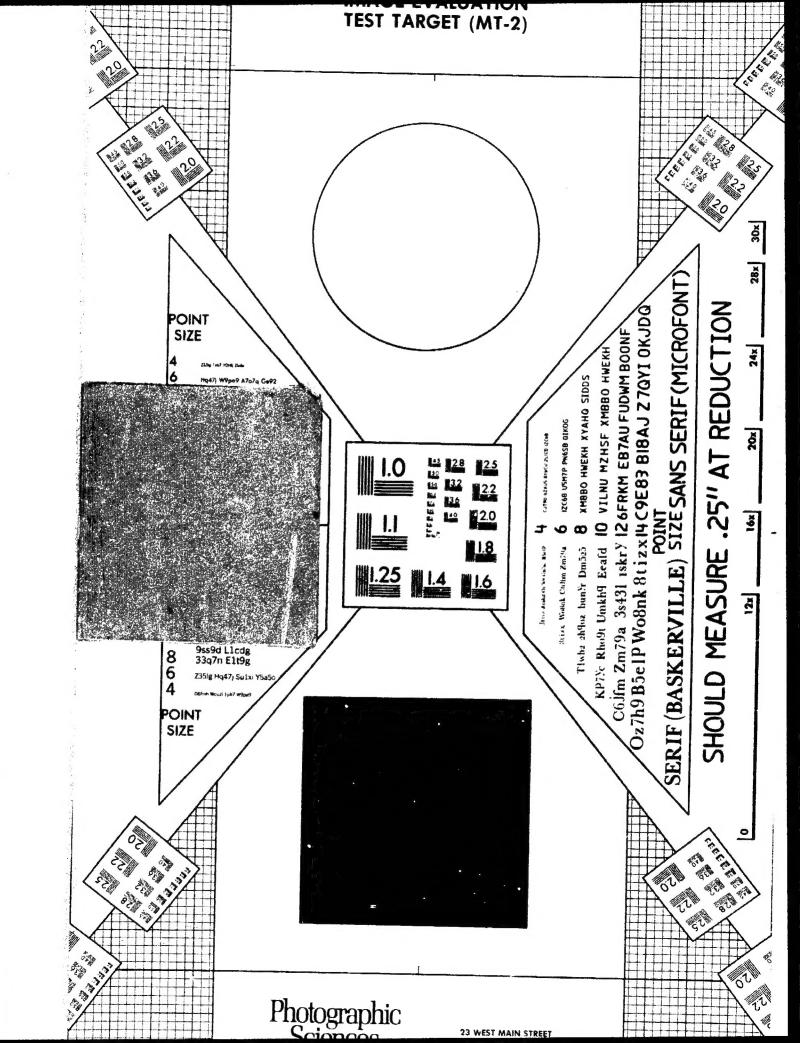
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SECRET



CONFIDENTIAL SECURITY APPROVAL

Date: 6 Dec. 1951

10: Chief, Covert Personnel Division

Your Reference: L-2960

FROM: Chief, Security Division

Case Number: 57514

SUBJECT: KENT, William Morris

1. This is to advise you of security action in the subject case as indicated below:

Security approval is granted the subject person for access to classified information.

Provisional clearance for full duty with CIA is granted under the provisions of Paragraph D of Regulation 10-9 which provides for a temporary appointment pending completion of full security investigation.

The Director of Central Intelligence has granted a provisional clearance for full duty with CIA under the provisions of Paragraph H of Regulation 1C-9.

2. Unless the subject person enters on auty within 60 days fro; the above date, this Cyproval becomes invalid.

Subject is to be polygraphed as part of the EOD procedures.

SECRET SECRET INFORMATION

TO

: Chief, Communications

DATE: 11 Jan. 1962

FROM:

: Chief, Security Division

SUBJECT:

MATA William Morris

5751h

In reply to your memorandum this is to advise that Subject meets the current requirements for cryptographic clearance and is approved for such duties as of this date.

CUBINITY

SED

SECRET

SECURITY INFORMATION

TO

FROM

: Chief, Personnel Division (Covert)

ATTENTION: Transactions and Records Branch

: Chief Special Security Division

SUBJECT : (Pseudo)

1. Reference is made to your memorandum, dated 11 May 1952, in which a covert security clearance was requested to enable the MH Division to utilize the Subject's services as an Intelligence Officer (Staff Agent), in Fort Amador, Canal Zone. Reference memorandum indicated that Subject will be used on Project HYPOTHESIS, under military cover.

- 2. In accordance with the provisions set forth in the Director's Memorandum of 14 February 1949, entitled "Security and Operational Clearances", a covert security clearance is granted for the covert use of the Subject as described in your request as set forth in Paragraph 1 above.
- The Subject is not to represent himself as, nor is he to be represented as, an employee of CIA.
- 4. Your attention is called to the fact that a covert security clearance does not constitute complete compliance with the provisions of CIA Regulation 10-9. Therefore, if you should desire at a later date to change the status or use of this individual, a request for clearance to cover any proposed change should be submitted to this office.
- 5. This clearance becomes invalid in the event the Subject's services are not utilized within 60 days of the date of this memorandum.

FOR THE SECURITY OFFICER, CIA

CROBERT H. CUNNINGHAM

CONFIDENTIAL

SECURITY INFORMATION

SECURITY APPROVAL

Date: 21 September 1955

TO: Chief, Records & Services Division

Pivision Your Reference:

C-1932 WH

Personnel Office

Case Number:

57514

Chief/Security Division
Personnel

SUBJECT: KENT, William Morris

- This is to advise you of security action in the subject case as indicated below:
- Security approval is granted the subject person for access to classified information.
- Frovisional clearance for full duty with CIA is granted under the provisions of Paragraph D of Regulation 10-9 which provides for a temporary appointment pending completion of full security investigation.
- The Director of Central Intelligence has granted a provisional clearance for full duty with CIA under the provisions of paragraph H of Regulation 10-9
- 2. Unless the subject person enters on duty within 60 days from the above date, this approval becomes invalid.
 - 3. Subject is to be polygraphed as part of BOD procedures.

Francia D. Coden

CONFIDENTIAL

CONFIDENTIAL SECURITY INFORMATION SECURITY APPROVAL

Date: 2 October 1956

TO: Chief, Records & Services Division

Your Reference: C-6163 WH

FROM: Chief, Security Division

Case Number: 57514

SUBJECT: Personnel KENT, William Morris

1. This is to advise you of security action in the subject case as indicated below:

Security approval is granted the subject person for access to classified information.

Provisional clearance for full duty with CIA is granted under the provision's of Paragraph D of Regulation 10-9 which provides for a temporary appointment pending completion of full security investigation.

The Director of Central Intelligence has granted a provisional clearance for full duty with CIA under the provisions of paragraph H of Regulation 10-9.

2. Unless the subject person enters on duty within 60 days from the above date, this approval becomes invalid.

3.

Ja Karp advised 10/5/18

W. M. Knott

CONFIDENTIAL
(When Filled In)

er en en en en		(When Fil	led In)	<u></u>	
		STAFF AGENT	CLEARANCE	- 14 J	
DATE	: 30 June 1966			-	
YOUR REFEREN	ICE: 42055				
CASE NO.	: 57514				
ТО	: Chief, Contract	Personnel Div	ision		
ATTN.	: Staff Agents Br				
SUBJECT					
	Kent, wil	lian m			
2. 1:	his is to advise the Subject as na, Ia. f your office shoul Subject, a request fice.	ations Off	cei	2 by bbr/mb/dh	POPLAR 8t
3. Un 20 days, t 4. As	cless arrangements : this Approval become a part of entrance personal interview ur office.	are made within es invalid. e on duty proce	n 60 days for	entrance on di	uty within
	personal interview				
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Steven Huben 1964 Steven L. Kuhn

CONFIDENTIAL (When Filled In)

SECURITY APPROVAL

DATE

11 February 1970

YOUR

REFERENCE:

Request #73407

DDP/WH

CASE NO. :

57514

TO

: Director of Personnel

ATTN

SA Branch/CPD

SUBJECT

KENT, William Morris

- 1. This is to inform you that Subject has been approved for the appointment specified in your request under the provisions of Readquarters Regulations 10-3 and 20-5 including access to classified information through TOP SECRET as required in the performance of duties.
- 2. Unless arrangements are made for entrance on duty within 150 days, this approval becomes invalid.
- 3. As part of the entrance on duty processing:

A personal interview in the Office of Security must be arranged.

XX A personal interview is not necessary.

Please advise Chief, Clearance Branch, extension 5620 when Subject enters on duty.

Conversion from Staff Agent to Staff Employee.

FOR THE DIRECTOR OF SECURITY:

Chief, Personnel Security Division

CONFIDENTIAL

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SECTION A	GENERAL INFORMATION	
1, EMPLOYEE NUME		_
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13. REPORTING PER	RIOD (from-to-) 14. DATE REPORT DUE IN O.P.	
1 January	75 - 31 October 75 30 November 75	
SECTION B	QUALIFICATIONS UPDATE	
IF QUALIFICATIONS WORD "YES" IN TH	UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE BOX TO THE RIGHT, IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT.	No
SECTION C	PERFORMANCE EVALUATION	
U—Unsatisfactory M—Marginal P—Proticient S—Strong O—Outstanding	Performance is unocceptable. A rating in this category requires immediate and positive remedial action. The nature of tocald range from caunsaling, to further training, to placing an probation, to reassignment or to separation. Describe action proposed in Section D. Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remeditaken or recommended should be described. Performance is satisfactory. Desired results are being produced in the manner expected. Performance is characterised by exceptional proficiency. Performance is to exceptional in relation to requirements of the work and in comparison to the performance of others dail work as the worront speciel recognition.	ion taken al actions
	SPECIFIC DUTIES	
meli obility to wpervi specific buty no develops NOC perso procedure NOC perso	and implements a centralized system for finding suitable nnel to fill specific vacancies; devises and implements stor identifying suitable NOC positions for unassigned nnel	RATING
elements (Services, cerning p	Maintains effective working relationships with various of the DDA such as Office of Personnel, Office of Medical Office of Security and DDO's operating divisions conlacement and assignment of personnel for NOC duties	0
Requirement respective	As Chief of the Branch's Personnel Resources and nts Section, establishes and maintains liaison with the e CIA components to develop data on nationality, backducation, language skills, professional specialties to the Branch as aids to systematic NOC personnel	RATING LETTER
SPECIFIC DUTY NO	.4 Searches and surveys	RATING
Serves as	Branch area referent for LA and AF Divisions. Monitors ws assignments, effectiveness, and problems of NOC officers AF Divisions. Recommends as appropriate concurrence or e actions in conformity with DO objectives and standards	S
SPECIFIC DUTY NO		RATING
	OVERALL PERFORMANCE IN CURRENT POSITION	
productivity, conduct	erything about the employee which influences his effectiveness in his current position such as performance of specific duties, on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge performance during the rating period, place the letter in the rating box corresponding to the statement which most accu-	CETTER O

FORM 45 OBSOLETE PREVIOUS 9.73

CLASSIFICATION

E2, IMPDET CL BY 007327

(4)

COMMENTS OF REVIEWING OFFICIAL (contd) William M. Kent

Clandestine Service, one of my prime responsibilities is to try to reestablish the integrity of the current letter evaluations used in fitness reports and one of the first places for me to start is in my own Staff.

With that said, I do wish to underscore the fact that Mr. Kent is a responsible and responsive professional who knows what he has to do, does it with a minimum of fuss, writes clearly and to the point, is dedicated and in my judgment fully warrants an overall evaluation of strong. The above comments will be shown to the rater as well as the ratee.

SECRET

SECTION D Narrative Comments (Continued)

languages (Spanish and Italian), and his admirable command of English prose which enables him to write crisp operational communications with speed and precision, all aid him in carrying out his responsibilities in a superior manner.

Subject does not become a victim of routine. In addition to developing the effective referrals system noted above, he has also on his own initiative created our own "skills bank" in which we are able to locate suitable NOC candidates, and those on board, in terms of needed professional or area experience, rare and esoteric language skills, etc. to the point that we can supply "leads" to divisions in a matter of minutes. (Several hundred NOC applicants and on-board personnel have thus been listed by skills bank criteria.)

Subject constantly seeks to make the NOC Branch a more meaningful and useful management tool. I find him a thoughtful and canny colleague, careful to observe in full the regulatory limits of our activity but quick to perceive opportunities to support and assist the divisions within those limits. He is a firm, fair, no-nonsense supervisor of Branch personnel. He speaks his mind, honestly but tactfully, when differences occur between him and me. It is my conviction that he is ready to enter into the upper reaches of staff and supervisory echelons of the Directorate and has by now proven that he is as adept at staff responsibilities as he was previously impressive in his field and desk operational responsibilities. In short, a comer and a cherished colleague.

tio , sire c

I became C/CMS on 1 October 1976 and thus my comments must be restricted to the October-December 1976 time frame. I have no basic disagreement with the narrative comments but do challenge the letter evaluations. While Mr. Kent's performance has been strong and he has amply demonstrated he is a GS-15 level officer capable of assuming greater responsibilities, I cannot concur that his performance "is so exceptional to requirements of the work and in comparison of others doing similar work as to warrant special recognition". On purely technical grounds there is no other officer serving as DC/CMS/NOC and thus the comparison is invalid. Secondly, as Chief, Career Management Staff and administrator of the

		or, odreer wan	agement 2	stall and adm	inistrator of the (contd) \wedge
DAYE	OFFICIAL 1	TITLE OF REVIEWING OFF	ICIAL TYPE	D OR PRINTER HOLE	AND SIGNATIONE
26 January 1977	Chief,	CMS		Robert D. B	TOWN
		4. BY EMPLO	YEE	10	
I CERTIFY THAT I HAVE SEEN TH ALL SECTIONS OF THIS REPORT.	E ENTRIES IN	DATE		TOPHET OF EMPL	of h. Kenn
week.	No need	CLASSIFICAT	ION	and the same of th	

OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, canduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the latter in the rating box corresponding to the statement which most accurately reflects his level of performance.

RATING LETTER

FORM 45 OBSOLETE PARTIES. S

SPECIFIC DUTY NO. 6

CLASSIFICATION

E2, IMPDET CL BY 007327

18 May 1977

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: Mr. William M. Kent, Period: 1 January - 20 May 1977

- 1. As I depart from the assignment as Chief, Non-official Cover Branch, Career Management Staff, I should like to make a final comment on the performance of Mr. Kent who has served with me during the entire period of my assignment and who, since March 1976, has been my deputy. More specifically, the period since 1 January 1977 has been a trying one for this component and has culminated with its sudden transfer from one component (CMS) to another (ADDO/D).
- 2. During this most recent period, Mr. Kent has demonstrated his capacity for growth and leadership. He has himself handled virtually all of the transition aspects for the Branch, involving briefings and counsel for his new overall chief (the ADDO/D) and for his new branch chief. He has served in the past 30 days substantially as acting branch chief, given my fairly lengthy TDY absence abroad during that period. I can only reiterate my judgment in the last fitness report that Kent is a senior and mature supervisory of making measured judgments and decisions. His continuity in all aspects of nonofficial cover and its ramifications makes him a valued and valuable staff officer. I would say his future contribution lies in the entire area of managing and guiding Directorate personnel. I have noted the clear progress he has made in the past year in taking supervisory decisions involving personnel, firmly and crisply.
- 3. Given his impressive field and Headquarters experience, Kent should be given an opportunity to display his worth in future Directorate assignments involving discretion, professionalism and maturity. I give him an unquestioned "Strong" for this final period he has served with me.

Harris Greene Chief Nonofficial Cover Branch

SECRET

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ECTION E	CERTIFICATION AND COA	AMENTS
MONTHS EMPLOYER MAR SPEN	1. BY SUPERVISOR	
nder my super mas been inder my redni	IF THIS REPORT HAS NOT BEEN SHOWN TO	O EMPLOYEE, GIVE EXPLANATION
		·
PATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
18 May 1977		TO SEE THIN SEE HAME AND SIGNATURE
STATEMENT CONCERNING THIS EV OF MY PERFORMANCE	2. BY EMPLOYEE	SIGNATURE OF EMPLOYEE
MAVE ATTACHED HAVE NOT	18 M 1072	11:00:00 Kg
OMMENTS OF REVIEWING OFFICIAL	3. BY REVIEWING OFFI	CIAL TO COMPANY TO THE COMPANY TO TH
I am in basic agreement Unfortunately, due to the labors, I find it difficulties C/CMS only since I widely dispersed, I have experienced officer of than willing to accept C Kent, I have found him player. I am also away within CMS/NOC which	It to provide meaningful subsequence of the provide meaningful subsequence of the provide meaningful subsequence of cartain innovations declared beneficially contribute of the provided of th	with the overall rating of Strong. by office and that where Mr. Kent contact the stantive comments. I have served dividual branches within CMS are a managed and run by a senior true in CMS/NOC and I am more Mr. Kent. In my own dealings with a raticulate and an excellent team veloped by him and implemented d to the Directorate's NOC program Type on myter AME (AND SIGNARUM) ial. Robert D. Brown, Jr.
CERTIFY THAT I HAVE SEEN THE CH	4. BY EMPLOYEE	Glavia
CERTIFY THAT I HAVE SEEN THE EN ALL SECTIONS OF THIS REPORT.	1 June 1977	William W. Ke
· · · · · · · · · · · · · · · · · · ·	CLASSIFICATION	Transmitted the second

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for

suggestions made for improvement of work performance. Give recommendations for training. Comment on toreign language competence, it required for current position. Amplify or explain ratings given-je: Section C to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory during and cost cost cost cost obstacles in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section D, attach a separate sheet of paper.

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SEURET

EZ, IMPDET CL BY 007327

ritness Report for: Kent, William M.

Section D (continued)

healthy skepticism enables him to contribute materially to the smooth, still on-going, transition from the old to the new way. In this context he has made invaluable suggestions on how we shall proceed in order to improve the operational efficacy of a NOC officer, as well as to ease the burdens imposed on the private life of a NOC officer.

- 3. Worthy of special note is the systematic and orderly fashion in which he tackled each new problem. These attributes resulted in his solving many of the thorny personnel problems which have confronted us of late. Mr. Kent's industriousness -- on the average he spends 10 hours a day in the office -- together with his legendary meticulousness have enabled him to set up an effective referral system through which we control the flow-through of both traditional and new NOC officers -- a most difficult and at times frustrating task.
- 4. As a deputy and acting branch chief he has been a firm and stern supervisor who exacts precision and perfection from his subordinates. The firmness and sterness, however, are tempered by a judicious application of human understanding or compassion in cases of "hard-to-place" NOC officers. His both the officer and the operational component involved was most welcome.
- 5. In sum, Mr. Kent has been a most effective deputy. As noted above, he has many outstanding traits and his overall performance has been a solid <u>strong</u>.

CONFIDENTIAL

suggestions made far improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section C to provide best basis for determining future personnel action. Manner of performance of extra space is needed to complete Section D, attach a separate sheet of paper.

1. Having been appointed to my present position on 23 May 1977, this report covers seven months. In this time I have learned to appreciate Mr. Kent's excellent performance in supporting and guiding the mission of this branch. Considering the outstanding evaluation he received from my predecessor, it must have been a great disappointment to Mr. Kent that he was not advanced to become branch chief. I make this observation because Mr. Kent has never demonstrated his obvious disappointment to me. On the contrary, from the first moment he has shown extraordinary and enthusiastic willingness in providing the needed continuity to run this branch which controls the career progression of the NOC officer complement consisting of between 275 and 300 officers at any given time. No doubt the reader is aware of the intricate, complicated and at times confusing bureaucratic machinery which governs the NOC officer program. Mr. Kent has done a superb job in helping me understand and cope with this maze.

2. With the creation of the Office of External Development and concomitant issuance of new, precise and explicit regulations we now hope to streamline and simplify this bureaucratic machinery. Mr. Kent's knowledge of past practices coupled with his eagerness and at times

streamline and sim knowledge of past	plify praction	this bureaucratic ces coupled with	machinery. Mr. Kent's his eagerness and at times
SECTION E		RTIFICATION AND COM	
		T. BY SUPERVISOR	MENIO
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7		S 3 P	SECOND COMPANY OF THE PROPERTY
DATE	OFFICIAL	TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND STANDARD
28 December 1977	Chief,	OED/NOC Staff	Gerard J. Hahn Mahn
		2. BY EMPLOYEE	
STATEMENT CONCERNING THIS S OF MY PERFORMANCE	VALUATION	28 Dec. 1977	William M. Kens
HAVE ATTACHED NAVE NO	TATTACHED		
COMMENTS OF REVIEWING OFFICIAL		3. BY REVIEWING OFFI	ICIAL
presentations have ind	t nas ce eed been ing full	impressive. Despite confidence in the re	s strike me as being eminently fair ell and his thorough and accurate te my somewhat limited association rating officer's judgment, I have of Strong.
PATE	OFFICIAL TI	TLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
29 December 1977	Chief		Walter L. O'Brien W. Brinn
Loron		4. BY EMPLOYEE	
I CERTIFY THAT I HAVE BEEN THE E ALL SECTIONS OF THIS REPORT.	NTRIES IN	3 Jaman 197	18 William M. Kent
	س ا	CONFIDENTIA	+ sale.

Sec. le - C' Idnes Possport

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Sec. 13. - Obtained diploma from Pittsburg H.S. while in the Firmy through series of examinations given by the School

Sec. 14. Draft Classification: 4A (Draft-exempt at present)

Duties in 25th Mecz. Cav. Ken. Trp.: Military Kolicemon
and voice radio operator M.P. Radio station.

Received special M.P. training immediately after
assignment to 25th Mecz. Cav. Ren. Trp.

Sec. 20 - Names in this section are of neighbors. I personally do not know these people except by sight. They do however know my parents a little better.

Sec. 21. d_ Credit references given in this section are of my father.

As I have no charge accounts nor am I in business
I have no credit references in the U.S.

Sec. 23_ While living in Italy traveled with parents to: Germany, France, Belgium, Luxem bourg, Switzerland, Austria.

While employed in El Salvador: visited Guatmala April 1751-10 dars

On way home (driving) from El Salvador traveled through Guaternala, Mexico.

Sec. 18-19 - The following persons are persons who know me intimately as we lived in the same boarding house in El Salvador. They are all with the American Embassy in san Salvador with the exception of Sqt. Knebil:

Mr. Tames No Leaken, also: Mrs. & Mrs. Robert Pittman Tabacalora Morazan Miss Johannac Gaffing, San Salvador, El Salvador Gat. Irwin Ast, U.S. A. U.S. Embassy St. Wilmer Kriebel, U.S. A. U.S. Embassy Sin Salvador, El Salvador Miss Elizabeth Hunter Sin Salvador, El Salvador

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USE THE FOLLOWING PAGES FOR EXTRA DETAILS. NUMBER ACCORDING TO THE NUMBER OF THE QUESTION TO WHICH THEY RELATE. SIGN YOUR NAME AT THE END OF SAME SIZE AS THESE AND SIGN FACE SUCH PAGE.

DATES OF MEMBERSHIP: (Name and Chapter) (St. died Number) (City) (State) (Country) DATES OF MEMBERSHIP: (Name and Chapter) (St. and Number) (City) (State) (Country) DATES OF MEMBERSHIP: (Name and Chapter) (St. and Number) (City) (State) (Country) DATES OF MEMBERSHIP: (City) (State) (Country) DATES OF MEMBERSHIP: 25. MISCELLANEOUS A. DO YOU ADVOCATE OR HAVE YOU EVER ADVOCATED; OR ARE YOU NOW OR HAVE YOU EVER BEEN A MEMBER OF, OR HAVE YOU SUPPORTED, ANY POLITICAL PARTY OR ORGAN ZATION WHICH ADVOCATES THE OVERTHIROW OF GUR CONSTITUTIONAL FORM OF GO'ERNMENT IN THE UNITED STATES? IF "YES," EXPLAIN: D. DO YOU USE, OR HAVE YOU USED, INTOXICANTS? IF SO, TO WHAT EXTENT? C. HAVE YOU EVER BEEN ARRESTED, INDICTED OR CONVICTED FOR ANY VIOLATION OF LAW OTHER THAN A MEMOR TRAFFIC VIOLATION? IF SO, STATE NAME OF COURT, CITY STATE, COUNTRY, NATURE OF OPPENSE AND DISPOSITION OF CASE: D. HAVE YOU EVER BEEN COURT.MARTIALED WHILE A MEMBER OF THE ARMED FORCES IF ANSWER IS "YES," GIVE DETAILS BELOW: LIST BELOW THE NAMES OF GOVERNMENT DEPARTMENTS, AGENCIES OR OFFICES TO		. (Name and Chapter)	(St. and Number)	(City)	(State)	(Country)
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C. HAVE YOU EVER BEEN IN, OF PETITIONED FOR BANKEUPICY! No.
                             D. GIVE THREE CREDIT REPERENCES IN THE U.S.

1. NAME SCHOOLSEY ADDRESS OF TIST Y. N.Y.C. 3 N.
      Sec. 22 RESIDENCES FOR THE PAST 15 YEARS
                         PROMITULY 1951 TO Present 2448 Washington Are N. 78, 58 N. Y. U.S. A.
                        PROM Aug. 1950-10 Tuly 1951 (250 Clark Sin Salvador El Salvador (Corpy))
                        PROM March 12 1900 Aug. 1910 244 Westing tom Ave. NYT. 114 U.S. A
                       FROM Sept. 1937 TO March 1944 1750 Lass hing tous Hive NYC N.Y. U.S.A.
                       ERON TUNE 1937 Sept. 1937 Myers Cottages Pine Hill N. T. W.S.A.
                      PROM PEPELLITZERO JUNE 1939 220 W. 78 St. N.Y.C. N.Y. (Country)

PROM 1735 TO Sept. 1938 V. 21e Romagna 157 19104 1618

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  SEC. 23. RESIDENCE OR TRAVEL OUTSIDE OF THE UNITED STATES
                      A. FROM
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                                                                                                                San Salvador Et Salvador Emplorment
SEC. 21. CLUBS, SOCIETIES, AND OTHER ORGANIZATIONS
                   CLUBS, SOCIETIES, AND OTHER ORGANIZATIONS.
LIST NAMES AND ADDRESSES OF ALL CIUBS, SOCIETIES, PROFESSIONAL SOCIETIES, EMPLOYEE GROUPS, ORGANIZATIONS OF ANY KIEL GROUPS OF MIMBELSHIP IN OUT FILIDE.
                   OF, ANY ORGANIZATION HAVING HEADQUARTERS OR BRANCH IN A FORLING ON A LIGHT WHIP IL OUT BELONG OR HAVE BELONG OF
                            Box Scouts of America-Trooping Bathyak the Brown, N.Y V. 16
                       DATES OF MEMBERSHIP
                                                                                             1943-1948-1745
                      DATES OF MEMBERSHIP:
                                                                                                                                   (City)
                   , DATES OF MEMBERSHIP:
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SEC. 18	B. GIVE FIVE CHARACTER REF. MATELY—(Give residence and by	ERENCES—IN THE U. S.—WHO KNOW YOU INTI-
	MAIRLI-(Give residence and po	Street and Number City
	NIII D IN A D	BUS ADDUS Nevel Reademy Annapelis M.d.
	, Med in Donald C. Regan	BUS. ADD. C. A. M. Y. N. Y.
		RES. ADD 2334 Tichout flve. N.Y.C. N.Y.
	- 1 2	• •
	2 Theodore Acces	BUS. ADD. 222/1/20/2010 Por N.Y.C. N.Y.
		BUS. ADD. 220 Wadswork Ave. N.Y.C. N.Y.
	0. 4	
	Mrs. Alice Meyer	BUS. ADD.
	O. V. S. V. Saller, Coll St. C. College College Manager and College Co	RES. ADD. IL F. Timchuest five. N.Y. C. N.Y.
	· · · · · · · · · · · · · · · · · · ·	•
	4 Mrs. Ludwig Ilse	BUS. ADD.
	a. L. L. C. C. See State Mark J	NES. ADD 2447 Grove St. Southers Electroburg Fla.
		Service and a conference of the conference of th
	. Mrs. Margaret Parker	BUS. ADD. The AVY
	B. C.	RES. ADD. AT Finehurst Bre. N.Y.C. N.Y.
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	THE OF THE PERCONS W	HO KNOW YOU SOCIALLY IN THE UNITED STATES—
SEC. 1	9. NAMES OF FIVE PERSONS W	ES, SUPERVISORS, OR EMPLOYERS—(Give residence
•	NOT REFERENCES, RELATIV	ES, SUPERVISORS, OR DELECTION
	and business addresses where poss	1016.) Street and Number City State
	III Parasa	Girage gum 1 amount
	1. Helen Raynor	RES. ADD 221 Chiller Br. Freeport L.I. N.Y.
		RES. ADDZZZ CILIFEF WH.
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	· Florinda Montana.	BUS. ADD. 262 E. Rospect thre. Mt. Vernen N. Y.
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	MIC 1 TO -1	•
	· Hlfred Dunado	BUS. ADD. 12 Oak St. Harrison N.Y.
		RES. ADD. 12 .32.25
	· A1 1	BUS ADD 200 Perk Her. N.Y.C. N.Y.
	Sw. Eva Marila	BUS. ADD. 200
	4.	RES. ADD.
- may 14 (4)		PROPERTY PROPERTY IN THE II S.
SEC	20 GIVE THREE NEIGHBORS AT	YOUR LAST NORMAL RESIDENCE IN THE U.S.—
DEC.	(Give residence and business addr	Asset Albert hoserman)
	al a	Street and Number City State
-	i Mrs. Neben	BUS. ADD.
		RES. ADD. ZEEF WHILE HAS BEEN PART. IN. LAND.
	· Mrs Simon	BES. ADD. Latthers for the N.Y. S. S. N.Y.
•		RES. ADDREES. LEADALMS IN LINES
	· Mrs Frieds Schern	BUS ADD THE WAShington Hire M. X SAN. Y.
		RES. ADDZIEL WAS MINE LAW TOTAL TOTAL A VOLUME
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SEC.	21. FINANCIAL BACKGROUND	TO NOT STATE SOURCES
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	HAMES AND ADDRESSES OF	RANÉS WITE WEICE YOU HAVE ACCOUNTS
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ARE YOU NOW OR HAVE YOU EVER BEEN A LICENSED OR CHETHYRD STREET ANY LAWYER, CPA. ETC.

AS PLOT, ELECTRICIAN, 2 DIO OPERATOR TRACHER. IP YES, INDICATE KIND OF LICENSE AND STATE FIRST LIC. OR CERTIFICATE (YR) LATEST LIC. OR CERTIFICATE (YR) tigg, P. GIVE ANY SPECIAL QUALIFICATIONS NOT COVERED BLSEWHERE IN YOUR APPLICATION SUCH AS:
(1) YOUR MORE IMPORTANT PUBLICATIONS (DO NOT SUBMIT COPIES UNLESS REQUESTED) (2) YOUR PATENTS OR INVENTIONS (3) PUBLIC SPEAKING AND PUBLIC RELATIONS EXPERIENCE (4) HONORS AND PELLOWSHIPS RECEIVED School (College) Magazine + Nauspaper: Several acticles + stores : also cartoons Honors at Graduation Latin American Institute. General Excellence - Excellence Diplomatic Subjects Outs tranding Service to the school sward. G. HAVE YOU A PHYSICAL HANDICAP, DISEASE, OR OTHER DISABILITY WHICH SHOULD BE CONSIDERED IN ASSIGNING YOU TO WORK? IF ANSWER IS "YES," EXPLAIN:

H. DO YOU RECEIVE AN ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY BETTREMENT ACT OR ANY PENSION OR OTHER COMPENSATION FOR MILITARY OR NAVAL SERVICE? IF ANSWER IS "YES," GIVE COMPLETE DETAILS:

16. HAVE YOU EVER BEEN DISCHARGED OR ASKED TO RESIGN FROM ANY POSITION? HAVE YOU LEFT A POSITION UNDER CIRCUMSTANCES WHICH YOU DESIRE TO EXPLAIN? GIVE DETAILS:
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SECTION XI CONTINUED FROM PAGE 4 LIST ANY SIGNIFICANT PUBLISHED MATERIALS OF WHICH YOU ARE THE AUTHOR (Do not submit copies unless requested).
INDICATE TITLE, PUBLICATION DATE, AND TYPE OF WRITING (Non-fiction, scientific articles, general interest subjects, novels, short stories, etc.)

[Canama] Thtereat Subjects and Short Stories of the content of th General Interest Subjects and Short Stories (but not significant) published. 8. INDICATE ANY DEVICES WHICH YOU HAVE INVENTED AND STATE WHETHER OR NOT THEY ARE PATENTED 9. LIST ANY PUBLIC RELATIONS EXPERIENCE During employment in El Salvador 10. LIST ANY PROFESSIONAL, ACADEMIC OR HONORARY ASSOCIATIONS OR SOCIETIES IN WHICH YOU ARE NOW OR WERE FORMERLY A MEMBER. LIST ACADEMIC HONORS YOU HAVE RECEIVED. Received highest honors and 4 awards at Graduation from Latin American Institute: General Excellence, Diplomatic Subjects, Service to the School, and one other. SECTION XII ORGANIZATION WORK EXPERIENCE - SINCE LAST COMPLETION OF A FERSONNEL QUALIFICATIONS QUESTIONNAIRE 1. INCLUSIVE DATES (From- and To-) 2. GRADE 3. OFFICE/DIVISION/ BRANCH OF ASSIGNMENT May 1956 to present DS-11 WH/III/Cuba 4- NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION MA 5. OFFICIAL POSITION TITLE PP Ops Officer S. DESCRIPTION OF DUTIES General support of Station KUCAGE activities. Initiating new KUCAGE programs for Station implementation. Liaison with other Headquarters components. Maintainance of correspondence with Station. Attendance at various OTR courses (Intelligence Orientation, World Communism, Anti-Communist Ops. completed to date 1. INCLUSIVE DATES (From- and To-) . 2. GRADE 3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT September 55 to May 56 GS-9 WH/ Station Panama City 4. NO. OF EMPLOYEES UNDER YOUR DIRECT | 5. OFFICIAL POSITION TITLE SUPERVISION N Station PP Officer 6. DESCRIPTION OF DUTIES Assumed and reorganized Station PP program. Broadened existing assets and acquired new assets. Wrote Spanish language materials, drew cartoons, supervised publication of KUCAGE publication. Organized anti-Communist demonstrations. Acted as co-Case Officer of FI penetration agent.

1. INCLUSIVE CATES (From- and To-)

| 2. GRADE | 3. OFFICE/DIVISION/REANON OF ASSIGNMENT. 2. GRADE 3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT July 1954-September 1955 NO. OF EMPLOY EMPLOYEES UNDER YOUR DIRECT 5- OFFICIAL POSITION TITLE FI Ops Officer 6. DESCRIPTION OF DUTIES In charge Water Travel Control program. Worked as member Air Travel Control team performing baggage searches, photographing documents, maintaining passenger and air travel records (all covertly). Regular and audio surveillances. CE work.

Temporary cut out, later co case officer PI penetration agent.

ICLUSIVE DATES (From- and To-)

GRADE 3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT

GRADE 3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT I. INCLUSIVE DATES (From- and To-) June 1952-July 1954 WH/Station Panama City 4. NO. OF EMPLOYEES UNDER YOUR DIRECT 5- OFFICIAL POSITION TITLE SUPERVISION FI Ops Officer 5. DESCRIPTION OF DUTIES Same as 3, above, less CE Work and penetration agent handling. 1. INCLUSIVE DATES (From- and To-) 2- GRADE 3- OFFICE/DIVISION/BRANCH OF ASSIGNMENT Dec. 1951-June 1952 GS-5 WH 4. NO. OF EMPLOYEES UNDER YOUR DIRECT 5. OFFICIAL POSITION TITLE SUPERVISION FI Ops Officer 6. DESCRIPTION OF DUTIES Training. Also orientation at various desks.

(Use additional pages if required)

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4. HAVE YOU EVER BEEN IN, OR PETITIONED			YES		0			
5. IF YOUR ANSWER IS TYEST TO THE ABOVE	QUESTION, (GIVE PAR	TICULARS	, INCLUDIN	G COURT AND	DATE(S)		
6. DO YOU RECEIVE AN ANNUITY FROM THE UI PENSION, OR COMPENSATION FOR MILITAR	NITED STATES Y OR NAVAL S	OR DIST		COLUMBIA	GOVERNMENT L	INDER ANY	RETIREM	ENT ACT,
7. IF YOUR ANSWER IS "YES" TO THE ABOVE :	NA	IVE COMP	LETE DET	AILS		indire a consequence and consequence of		
DO YOU HAVE ANY FINANCIAL INTEREST IN WITH U.S. CORPORATIONS OR BUSINESSES ANSWERED "YES", GIVE COMPLETE DETAILS	HAVING SUBS	TANTEAL	FOREIGN	INTERESTS	' Tyr	. (3		S OR IN (
SECTION VI		CITIZE	MSHIP					
1. PRESENT CITIZENSHIP (Country) TSA 3. HAVE YOU TAKEN STIPS TO CHANGE YOUR PRESENT CITIZENSHIP! YES \$\frac{1}{2}\] 5. IF YOU HAVE APPLIED FOR U.S. CITIZENS	4. GIVE	PARTICUL	ARS	MARIAG				
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Mexico City College, Mexi	lco D.F.	Journ Spani	Hist	June 1949	Aug 1949	Но	No	9 Sem_H:
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Latin American Institute (see above)	Diplo	ometic						
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. MILITARY TRAINING (Full time duty in	specialized	schools	such as	Ordnance.	Intelligen	ce, Commu	nication	s, etc.)
NAME OF SCHOOL			:AL (ZAT)			ES ATTEND		TOTA
Military Police School	M.P. 3	rainir	Æ		1947			2 mos
other educational training not indical		*						<u></u>

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	NMENT SERVICE. U.S. OR FOREIGN		M		
		7 8000 000			
De	partment of Army, Chal ?	Cone, 1953-195	5		
SECTION IV RELATIVES E	BY BLOOD, MARRIAGE OR ADOPTION I	LIVING ABROAD OR WH	O ARE NOT U.S. CIT	IZEN8	f +#
1. FULL NAME (Last-First	t-Widdle)		RELATIONSHIP		3. AGE
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4- ADDRESS OR COUNTRY IN	WHICH RELATIVE RESIDES				
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5. SPECIAL REMARKS, IF ANY.	CONCERNING THESE RELATIVES				
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SECTION V	FINANCIAL				
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	SECTION V CONTIN	UED TO PAGE 3			

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his form provides the means whoreby you nformation you have furnished previous ntirety. You need complete Sections V he organisation or if you believe the	ily, it will be no <u>II</u> through <u>XIII o</u>	cessary for you to compaly if there has been d	pleke <u>Sections I</u> thi a change wince you e	ough <u>VI</u> in their ntered on duty wit
ECTION 1	G	ENERAL		
. FULL NAME (Last-First-Middle)				
CURRENT ADDRESS (No., Street, City,	Illiam Morris	2 REPHANENT ADORES	S (No., Street, City	Zone State)
2608 N. Winchester Street				
Arlington 13. Virginia	•		inchester Stree 13. Virginia	t
- HOME TELEPHONE NUMBER		TORY, PUSSESSION OR CO	UNTRY IN WHICH YOU	IOW CLAIM RESIDENC
JEfferson 3-3899	Virginia			
ECTION 11 PER . NAME (Loas-Pirot-Hiddle) PREFERABLY	RESIDING IN U.S.	D IN CASE OF EMERGENCY	2. RELATIONSHIP	
NT. Dorothy Barnadette			Wife	
HOME ADDRESS (No., Street, City, Zon 2608 N. Winchestes Street				
· BUSINESS ADDRESS (No., Street, City,			P	1F 4001 (C101 C
NA.	zone, braze, coe		P PIRM OR EMPLOYER,	IF APPLICABLE
HOME TELEPHONE NUMBER JEfferson 3-3899	6. BUSINESS TEL	EPHONE NUMBER	7. BUSINESS TELEPH	ONE EXTENSION
IN CASE OF EMERGENCY, OTHER CLOSE RE	LATIVES (Spouse,	Mosher, Father) MAY ALS	SO BE NOTIFIED. IF	SUCH NOTIFICATION
18 NOT DESIRABLE BECAUSE OF HEALTH O				
Mr. Paul Kent, 2448 Washi	ington Ave., I	New York 58, New 1	ork (Father)	
ECTION III	MARIT	AL STATUS		
	INGLE MARRI		SEPARATED DIVORCE	D ANNULLED
FURNISH DATE, PLACE AND REASON FOR A	LL SEPARATIONS, D	IVORCES OR ANNULMENTS		
Na.		····		
FE OR HUSBAND: If you have been marri husband giving data below for all pro-				
NAME (First)	(Widdle)	(Maiden)	(Les	t)
DATE OF MARRIAGE 5- PLACE OF	Bernndette	tata. Connicy)	Ke	
Am	York City, N			
HIS (or her) ADDRESS BEFORE MARRIAGE	(No., Street, Cit	ty, State, Country)		8000
		Manhattan New You Cause of DEATH	rk City	CHIFT
7. LIVING 8. DATE OF E	PEATH 9.		•	Fon
CURRENT ADDRESS (Give last address,	if deceased)	NA.		FOR
Same as 2, above			01	AUFICATION
	ovington, Lou		RATI	1 4 MAY 1958
. IF BORN OUTSIDE U.SDATE OF ENTRY		RY	NUI	
5. CITIZENSHIP (Country) USA	16 - DATE ACQUIRE	i	RED (City, State, Co	ountry)
8. OCCUPATION Housewife	10 BOSCENT CHRI	NA. OYER (Also give former last two employers)	employer, or if spo	use is deceased o
O. EMPLOYER'S OR BUSINESS ADDRESS (No. New York City	. Street, City, S	tate, Country)	тетернове со.	(torner emplo
	SECTION III C	ONTINUED TO PAGE 2		

SEC; 8 Step Father in law

Full Name: G. Arthur Dovey
Living
PRESENT ADDRESS: 355 N. Y. Ave., Jersey City, N.J.

DATE OF BIRTH: 1904

CITIZENSHIP: U.S.

U. S. M. Inspector (Civil Service) OCCUPATION:

SEC.	9. MOTHER-IN-	LAW				
	FULL NAME	Piret)		D.	ere v zarodoki . Nomeniu kiń się ięzytopo ob	Dovey
	LIVING OR D	ECEASED livin	g Date o	F DECEASE	(Las	t)
		R LAST, ADDRESS				
	DATE OF BIR	TH 2 Nov 1911	PLACE OF E	IRTH LONG) (State) L. Massachuset	(Country)
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	CITIZENSHIP	Pådes pårgetanssen, grupp brygge tallikklimes by	_ ADDRESS			no AUE monocomund
	2. NAME			(St. and Number)	(City) (State)	(Country)
	CITIZENSHIP		ADDRESS	_ RECATIONSHI	**************************************	AGE
	8. NAME		- ADDRESS	(St. and Number)	(City) (State)	(Country)
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	1. NAME Harr	y Martin	and an experience of the specify that is a second of the specify the specific	RELATIONSHIP	Uncle	AGE 43
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	TYPE AND LOC	ATION OF SERVIC	E (IF KNOWA	U. S. Na	y, Submarine	(Country)
		rthur Dovey				
	CITIZENSHIP _	U.S.	ADDRESS	355 N.Y. Ave.	IN IAW Jersey City	n . T.
		ATION OF SERVICE				
	CITIZENSHIP	AMION OF GENERAL	ADDRESS		The second secon	AUE consumerant
	TYPE AND LOC	ATION OF SERVICE	OF KNOWN	(St. and Number)	(City) (State)	(Country)

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	EMPLOYER'S OR O	WN BUSINESS AI	DRESS			er tilligen of the stations company as
	MILITARY SERVICE	E FROM	e TO	L and Number)	(City) (State	(Country)
	COUNTRY		DETAILS O	F OTHER GOV	T. SERVICE, U.	s. OR FOREIGN
SEC.	7. BROTHERS AND SI	STERS (Includi	ng half-, ste	p-, and adopt	ed brothers and	sisters);
	1. PULL NAME					
	PRESENT ADDRESS	(Phret)	41	(iddie)	(Last	. AGE
	2 FULL NAME	18% and Number)	(City)	(State)	(Country)	(Cicinemahip)
	2 FULL NAMEPRESENT ADDRESS					
	& FULL NAME	(St. and Number)	(Citz'	(State)	(Country)	(Citizenship)
	8. FULL NAME PRESENT ADDRESS	(Pirat)	(3	liddle)	(Last)	AGE
	PRESENT ADURESS 4. FULL NAME	(St. and Number)	(City)	(Bisie)	(Country)	(Citizenskip)
	4. FULL NAMEPRESENT ALDRESS	(First)	Chi	hidia)	(Last)	AGE
		(St. and Number)	(City)	(State)	(Country)	(Citisenship)
	5. FULL NAMEPRESENT ADDRESS	(First)	(36	idde)	(Last)	AGE
	PRESENT ADDRESS	(St. and Number)	(City)	(State)	(Country)	(Citisen-bip)
SEC. 8	. FATHER-IN-LAW					
	FULL NAME BOWN	rd G.			Market	
	FULL NAME BOWN	First)	(M)	idle)	(Last)	*************************
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	PRESENT, OR LAST, A	ADDRESS 20 Or	iole Drive and Number)	Springht (City)	11, Alabama	(Country)
			OF BIRTH	Covingto	n, Louisiana.	
	IF BORN OUTSIDE U.	S. INDICATE DAT	E AND PLA	CE OF ENTR	Y	************
	CITIZENCHIP	**				····· · · · · · · · · · · · · · · · ·
	CITIZENSHIP	WHEN ACQ	UIRED?	W	HERE? (City) (State) (Country)
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PERSONAL HISTORY STATEMENT

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er. Ment advised Contract Fersonnel Division this date that his date of naturalization should be 20 July 1959 and not as indicated on his Personal History Statement.

PERSONAL HISTORY STATEMENT

- Instructions: 1. Answer all questions completely. If question is not applicable write "NA," Write "unknown" only if you do not know the answer and cannot obtain the answer from personal records. Use the blank pages at the end of this form for extra details on any question or questions for which you do not have sufficient room.
 - Type, print, or write carefully; allogable or incomplete forms will not receive consideration.

HAVE YOU READ AND DO YOU UNDERSTAND THE INSTRUCTIONS 7 1/25 SEC. I. PERSONAL BACKGROUND A. FULL NAME Mr. William Plorris Kent tides F.O. Home Cypress & 4152 PRESENT ADDRESS 2448 Washington Hive. N.Y.C. S.Y. IV. Y. U.S.H. PERMANENT ADDRESS 2448 Washington Hur. N.X.C. 58, N.X. U.S.H. WHAT OTHER NAMES HAVE YOU USED! William B. NICKNAME ROSPA Kranz . Under what circumstances have you ever used these NAMES: BARAKTONI Was legal tomit name tormerly HOW LONG: 15.773. IF A LEGAL CHANGE, GIVE PARTICULARS Hoy. 4, 1949 Supreme Court . Bronk County N.Y.C. N.Y. C. DATE OF BIRTH May 2, 1227 PLACE OF BIRTH Milan D. PRESENT CITIZENSHIP U.S.H. BY BIRTH! BY MARRIAGE! BY NATURALIZATION CERTIFICATE NO. 690 9991 ISSUED July 20, 1951 BY W. S. Historice Court AT New York City New York HAVE YOU HAD A PREVIOUS NATIONALITY? HELD BETWEEN WHAT DATES #12.1919 TO LONG 119 ANY OTHER NATIONALITY? None GIVE PARTICULARS

have you taken steps to change present citizensgip? No... give particulars:

SEE. 9:

MOTHER IN LAW-

NAME - EVELYN D. BOVEY
LIVING
PDDRESS - 355 NEW YORK AVE. , JERSEY CITY, NAT
DATE OF BIRTH : & NOV. 1910
CITIZENSHIP: US
OCCUPATION: DEFENSE WORKER

SEC.8:

STEP- FATHER-IN-LAW NAME I G. ARTHUR DOUGY
LIVING
ADDRESS: 355 NEW YORK AVE., TERSEY CITY, NIT
DATE OF BIRTH: 1904
CITIZENSHIP: US
OCCUPATION: US NAVY INSPECTOR

	F. IF, TO YOUR KNOW YOU, INDICATE BE THE INVESTIGATION	LOW THE NAME OF THAT	AGENCY AND T	HE APPROXIM	ATE DATE OF
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USE THE FOLLOWING PAGES FOR EXTRA DETAILS. NUMBER ACCORDING TO THE NUMBER OF THE QUESTION TO WHICH THEY RELATE. SIGN YOUR NAME AT THE END OF THE ADDED MATERIAL. IF ADDITIONAL SPACE IS REQUIRED USE EXTRA PAGES THE SAME SIZE AS THESE AND SIGN EACH SUCH PAGE.

U. S. COVERNMENT PRINTING OFFICE 18-62855-1

SEC. 9. MOTHER-IN-LAW

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Amend ment to Piss Due to Markinge Dute: 17 May 1952 PERSONAL HISTORY STATEMENT

Instructions: 1. Answer all questions completely. If question is not applicable write "NA." Write "unknown" only if you do not know the answer and cannot obtain the answer from personal records. Use the blank pages at the end of this form for extra details on any question or questions for which you do not have sufficient room.

2. Type, print, or write carefully; illegible or incomplete forms will not receive consideration.

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SECRET SECTION XIII

CHILDREN AND OTHER DEPENDENTS

I. NUMBER OF CHILDREN (Including elopchildren and Other Dependents)

2. NUMBER OF OTHER DEPENDENTS

UNDER 21 YEARS OF AGE, AND ARE UNMARRIED,
SUPPORTING.

3. PROVIDE THE FOLLOWING INFORMATION FOR ALL CHILDREN AND DEPENDENTS

2. NUMBER OF OTHER DEPENDENTS

2. NUMBER OF OTHER DEPENDENTS

WHO DEPENDENTS

THEIR SUF ON YOU FOR AT LEAST 50% OF OF AGE 800 THE DEPENDENTS

3. PROVIDE THE FOLLOWING INFORMATION FOR ALL CHILDREN AND DEPENDENTS 1 RELATIONSHIP 5EX MAIL ROOM 2608 N. Winchester St. YEAR OF BIRTH Dorothy B. Kent Wife 1930 x William M. Kent, Jr. Son 1953 x US Paul E. Kent Son 1954 x US Karen A. Kent Daughter 1955 I B Ħ ADDITIONAL COMMENT AND/OR CONTINUATION OF PRECEDING ITEMS

DAIR COMPLETES February 1957

SIGNATURE OF EMPLOYEE

			CASE OFF	ICER		DIVISION	
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QUALIFICATIONS UPDATE.

READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING, TYPE OR PRINT, AVOID USING LIGHT COLORED INKS

Now that your qualifications are a matter of computer record, they must be periodically updated. This is done automatically for much information; however, some must be obtained directly from you. This form is for that purpose. Section I must be completed in all cases. You need provide other information only if there have been changes since you submitted your Form 4441, "Qualifications Supplement to the Personal History Statement," or a previous update form. If you are in doubt whether information has been previously submitted, enter it in the appropriate section. The signed and dated form should be returned through administrative channels to the File Room, Office of Personnel, Room 5E-13 Headquarters, whether information is added or not.

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SECTION IV		DEPENDENT CHILDR	EN AND DEPEN	ENTS OTHER	THAN SPOUSE			
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QUALIFICATIONS UPDATE

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Additionally, a qualifications update may take place at any time there is information to be added or changed simply

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QUALIFICATIONS UPDATE

READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING, TYPE OR PRINT. AVOID USING LIGHT COLORED INKS

Now that your qualifications are a matter of computer record, they must be periodically updated. This is done automatically for much information; however, some must be obtained directly from you. This form is for that purpose. Section I must be completed in all cases. You need provide other information only if there have been changes since you submitted your Form 4441, "Qualifications Supplement to the Personal History Statement," or a previous update form. If you are in doubt whether information has been previously submitted, enter it in the appropriate section. The signed and dated form should be returned through administrative channels to the File Room, Office of Personnel, Room 5E-13 Headquarters, whether information is added or not.

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					15	Jane	1973		Janes	J.	Gra	ihan	28.0 <b>/0</b> 89	

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### **DECLARATION OF APPOINTEE**

This form is to be completed before entrance on duty. Answer all questions. Any false statement in this declaration will be grounds for cancellation of application or dismissal after appointment. Impersonation is a

1. PRESENT ADDRESS (atreet and number, of			LD					
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5/9/29	M	la	u W		or country)			
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-	POST OF	DOT AN	COPPER.		(1) POSTION (2) TEMPORARY OR NOT (3) DEPARTMENT OR ASSEMY IN WHICH EMPLOYED	RELATION-	MAR- RIED (Chec)	21HQ1.
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E. ARE YOU AN OPPICIAL OR EMPLOYEE OF ARY STATE.		-	-		and the state of t		~~~~	
Il your answer is "Yes", give details in It		1	X			****		***
7. DO YOU RECEIVE ARY ANNUTY FROM THE UNITED COLUMBIA GOVERNMENT UNDER ARY RETIREMENT OTHER COMPRESSETTION FOR HELITARY OR HAMMA BER		-	_			**************************************	* *** ***********	
If your ensures in "You", give in Item 10 rea that is, age, optional disability, or by m or involuntary separation after 5 years' retirement pay, and under what retirement pay, and under what retirement if retired from military or neval service.	eon for retirement, menn of voluntary ervies; amount of nt act; and rating.		χ			**************************************	***********	hall thinking Fall thinking
E. SINCE YOU FRED APPLICATION MESULTIME WITHIS A MEEN DISCHARGED, OR FORCED TO RESIGN, FOR ME PACTORY SERVICE FROM ANY POSITION?	LONDUCT OR UNSATES						*********	******
If your answer is "Yes", give in Item 10 the of employer, date and reason in each case	name and address	-	X					
L NAVE YOU BEEN ARRESTED (NOT INCLUDING TRAC WHICH YOU WERE FIRED US OR LESS, OR FORFEITED LESS) SINCE YOU FILED APPLICATION RESULTING IN	COLLATERAL OF 15 OR							
If your answer is "Yes", list all such case Give in each case: (1) The date; (2) the na- or violation; (3) the name and location of penalty imposed, if any, or other dispose if appointed, your fingerprints will be tak	under Item 10.		X			***********		
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#### INSTRUCTIONS TO APPOINTING OFFICER

The appointing officer before whom the feregoing certificate is mede shall determine to his own satisfaction that this appointment would be in conformance with the Civil Service Act, applicable Civil Service Rules and Regulations and art of Congress pertaining to appointment.

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(i) Identity of appointes.—It is the duty of the appointing officer to guard against inpersonation and to determine beyond reasonable doubt that the appointee is the same person whose appointment was authorised. The appointer's signature and handwriting are to be compared with the application and/or other pertinent papers. If the appointee qualified in a written examination, the signature on this form should be compared with the signature on appearance may be checked against the medical certificate. The appointee may also be questioned on this paragonal but the medical certificate. The appointee may also be questioned on the paragonal but of the properties and the signature of the properties of the proper

POINTING UPFICEK

(2) Age.—If definite age limits have been established for the position, it should be determined that applicant is not outside the age runge for appointment. Until such determination is made, the appointment may not be consummated.

(3) Citizenship.—The appointing officer is responsible for observing the citizenship provisions of (1) the Civil Service Rules and (2) appropriation acts. Form 61 constitutes an adidavit for both purposes and is acceptable proof of citizenship status in the absence of conficting evidence. In doubtful cases the appointment should not be consummated until clearance has been secured from the certifying office of the Civil Service Commission.

(4) Mambara of Family.—Section 9 of the Civil Service Act provides that

the certifying office of the Civil Service Commission.

(4) Members of Family.—Section 9 of the Civil Service Act provides that whenever there are slready two or more members of a family service under probational or permanent appointment in the competitive service, no other member of such family is eligible for probational or permanent appointment in the competitive service. The appointments of persons certified

- 8. Authorized instructions which you receive from CIA in briefing, training, or in any other way are a part of this memorandum of agreement and are incorporated herein to the extent that such instructions are not inconsistent with the terms hereof.
- 9. You are not assured upon the completion of your period of duty with the Foreign Service of any status with the Foreign Service based on your services performed with that organization at the request of CIA.
- 10. You will be required to keep forever secret this agreement and all other information which you may obtain by reason hereof, unless you are released in writing by CIA from this obligation. Violation of such secrecy may subject you to criminal prosecution under the espionage law, dated 25 June 1948, as amended, and other applicable laws and regulations. The termination of your employment with CIA will not release you from the obligations of any security oath you may be required to take.

CENTRAL INTELLIGENCE AGENCY

Personnel Office

ACCEPTED:

William M. Kent

APPROVED: G. M. STEWART DIRECTOR OF PERSONNEL

BY John M. Willele

Date: 22 July 54

Date: 22 Aug 1958

Date: 22 July 54

with your cover designation, will normally be at the direction of the Foreign Service. Such travel will be accomplished in conformance with applicable regulations of the Foreign Service except when you are directed for operational reasons to perform travel in accordance with CIA regulations.

- 4. You are entitled by this agreement to the payment of a post differential and allowances, based upon your CIA or Foreign Service salary rate, whichever is greater. Payment of your salary, post differential and allowances by the Foreign Service will be full compensation for your services when the total amount is equal to or greater than that payable by CIA. Otherwise, the balance will be paid directly to you by CIA in a manner designated by you in writing and acceptable to CIA. The schedule of allowances applicable to your grade (CIA and Foreign Service) and post of duty are subject to unilateral adjustment by the Government.
- 5. Your status as a CIA employee will continue in full force and effect during your period of duty with the Foreign Service, and you will continue to be entitled to all rights, benefits, and emoluments of such status. Certain variations in procedure will be required, however, to preserve the security of your cover position.
  - a. All annual and sick leave which will have accrued to your credit at the time of integration into the Foreign Service will be held by CIA pending your transfer from the Foreign Service to CIA. While assigned to the Foreign Service you will be permitted annual leave, sick leave, statutory leave, and leave without pay in accordance with the regulations of that organization. Upon completion of your integration in the Foreign Service your accrued leave will normally be transferred to your credit with CIA. If security conditions require that you be given a lump-sum payment for accrued annual leave, you will be required to pay the gross amount of any such lump-sum payment to the CIA at the time of your reinstatement including any withholding tax deducted by the Foreign Service.
  - b. Upon your integration in the Foreign Service, you will continue to be covered by the provisions of the Civil Service Retirement Act, as amended, and you will be subject to payroll deductions for retirement purposes (now six percent).
- 6. If the CIA considers it undesirable for you to continue the use of your Foreign Service cover, your services will be utilized whenever possible in some other appropriate capacity as designated by CIA, unless the circumstances are such as to warrant your termination for cause.
- 7. Consistent with your cover activity, you will continue to be responsible for compliance with CIA rules and regulations.

#### INTEGREE AGREEMENT

Mr. William M. Kent Washington, D. C.

Dear Mr. Kent

This is a memorandum of agreement between you and the United States Government in regard to your employment by CIA. It is hereby mutually agreed and understood that:

- l. As an employee of CIA, at the present grade and salary of GG-11 \$7270 per annum, you will accept cover employment in the Foreign Service effective as of 23 Jaly 56. You will, insofar as consistent with your basic responsibility to CIA, abide by all the rules, regulations, practices and policies of the Foreign Service in order to appear as a conventional member of that establishment. Your appointment to the Foreign Service is being effected at the class of FSR-7 and salary of GG-11 \$7270
- 2. It is understood and agreed that the minimum period of your overseas tour of duty is governed by and coincident with the prescribed tour of duty of your cover organization. Currently, your prescribed tour consists of a period of two (2) years from the date of your arrival at your overseas post of duty. Your assignment may be terminated earlier for the convenience of CIA, and the length of your tour of duty, as currently specified, may be unilaterally changed by CIA in order to conform with subsequent changes in the prescribed tour of the Foreign Service. If you request termination of your overseas assignment solely for your own convenience, unless it is for circumstances that are considered by the Agency to be beyond your control or if you are terminated for cause either by the Foreign Service or CIA before you have completed the minimum period of service prescribed above from the date of arrival at your overseas post of duty, you will not be entitled to return travel or transportation for yourself or your dependents to the United States at Government expense. If you request termination of your overseas assignment solely for your own convenience, unless it is for circumstances that are considered by the Agency to be beyond your control or if you are terminated for cause either by the Foreign Service or CIA before you have completed one (1) year of service from the date of your arrival at your overseas post of duty, you will be required to reimburse the Government for all its expenses for your travel and transportation, and that of your dependents, from the continental United States to such overseas post of duty.
- 3. Travel to your post of duty overseas and your return travel to the United States, as well as travel performed overseas which is consistent

SECRET

Part III,—DETERMINATION quired by instructions i evidence:	OF COMPETITIVE S in FPM Chapter	STATUS. (Complete S2.) Employee h	te for noncompe as a competitive st	titive hires based atus. This determ	d on competitive ination is based up	e status as on the follow
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* Enter us the "Service Compu	itation Date" on the en	nployen's "Service Rec	ord Card," SF 7			
REMARKS:						
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STANDARD FORM 144 STATEMENT OF PRIOR FEDERAL ( AN AND MILITARY SERVICE AND DETERMINATION OF COMPETITIVE STATUS REVISED SEPTEMBER 1934 U. S. CIVIL SERVICE COMMISSION FPM CHAPTERS LI, R3, AND S2 IMPORTANT: The information on this form will be used (1) in determining creditable service for leave purposes and retention credits for reduction in force, and (2) in recording agency determination of competitive status. The employee should complete Part I and the Personnel Office should complete Parts II through V. PART II.—THIS COLUMN IS FOR PERSONNEL OFFICE USE PART 1.--EMPLOYEE'S STATEMENT 1. NAME (Last, first, middle initial) 2. DATE OF BIRTH 9. RETENTION GROUP WILLIAM M. 9 11/14 1929 10, A. CSC STATUS YES NO 3. LIST THE FOLLOWING INFORMATION CONCERNING ALL FEDERAL AND DISTRICT OF COLUMBIA SERVICE YOU HAVE HAD PRIOR TO YOUR PRESENT APPOINTMENT (Do not include military pervice.) B. TYPE OF PRESENT APPOINTMENT 11. SERVICE TQ-TYPE OF APPOINTMENT IF KNOWN NAME AND LOCATION OF AGENCY YEAR MONTH DAY MONTH DAY YEAR MONTH DAY CENTRAL INTELLIBENCE MOONEY 1952 JAN. 2 THE ARMED FORCES OF THE UNITED STATES. IF YOU HAD NO ACTIVE 29 FROM-TO-48 BRANCH DISCHARGE (Hon. or dishou.?) YEAR MONTH DAY YEAR MONTH DAY 6 23 U.S. ARMY 446 Oct. 6 748 MAR 24 HONORHBLE B. DURING PERIODS OF EMPLOYMENT SHOWN IN ITEM 3, DID YOU HAVE A TOTAL OF MORE THAN 6 MONTHS ABSENCE 12 TOTAL SERVICE WITHOUT PAY, INCLUDING PERIODS OF MERCHANT MARINE SERVICE, DURING ANY ONE CALENDAR YEAR? 🔲 YES 📈 NO 74 IF ANSWER IS "YES," LIST FOLLOWING INFORMATION. 13. NONCREDITABLE SERVICE (Leave purposes only): TYPE IF KNOWN (LWOP, Furl, Susp. AWOL, Mee Mar) FROM 10 TOTAL HOMEN DAY YEAR MORTH DAY YEARS. MONTHS DAYS 14. NONCREDITABLE SERVICE (RIF purposes only): & during the Federal Service Listed in Item 3, did you acquire a permanent competitive civil service status? TES HO 15. REEMPLOYMENT FIGHTS "Yes," in what agency were you employed at the time status was acquired?) YES NO IS, RETENTION RIGHTS 7. ARE YOU: YES NO A. THE WIFE OF A DISABLED VETERAN? \( \backslash \quad \text{YES} \quad \overline{\text{X}} \) HO 17. EXPIRATION DATE OF RETEN-TION RIGHTS C. THE LIBREMARRIED WILLOW OF A VETERANT YES MO A. TO BE EXECUTED BEFORE A NOTARY PUBLIC OR OTHER PERSONS AUTHORIZED TO ADMINISTER GATHS. I awear (or affirm) that the above statements are true to the best of my knowledge and belief.

Subscribed and sworn to before me on this 5th day of Oct 19 56

SEAL

NOTE: If eath is taken before a Notary Public, the date of expiration of his Commission should be shown. INSTRUCTIONS: File this form on the permanent side of the employee's official personnel folder immediately before or after the personnel

action involved.

(OVER)

10--00469-2



# DEPARTMENT OF STATE

February 19, 1959

Door Sheft

I would like to take this opportunity to thank you for the outstanding help of the officers of your agency in Caracas, Venesuels to our protection detail during the recent inauguration of President Betancourt.

Specific mention should be made of Mesers. Jacob Esterline, Milliam Patterson, and Milliam Kent, whose untiring efforts were in no small way responsible for the safety of the U.S. delegation.

As always, it has been a pleasure to work with you and members of your agency, and we look forward to doing so again in the future.

Sincerely yours,

E. Toslin Beiley Director

Office of Security

Colonel Sheffield Edwards
Director of Security
Central Intelligence Agency
Washington, D.C.

## CONFIDENTIAL

5.	(When Filled In)
	VOLUNTARY ENTRIES
or attorney	in the handling of employee emergencies has shown that the absence of certain personal data often delays and compli- ettlement of estate and financial matters. The information requested in this section may prove very useful to your fami in the event of your disability or death and will be disclosed only when circumstances warrant.
INDICATE N	IAME AND ADDRESS OF ANY BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS AND THE NAMES IN WHICH THE AL
	William M Dorothy B. Kent Citizens National Bank of Herndon, Herndon, Va.
	Herndon Savings & Loan, Herndon, Va.
HAVE YOU	Citisens National Bank of Herndon, Herndon, Va. Republic Bank and Trust Cox., Herndon, Va. Herndon Savings & Loan, Herndon, Va.  OU COMPLETED A LAST WILL AND TESTAMENT? YES NO. (If "Yes" where is document located?)
	Hermdon Savings & Loan, Hermdon, Va.  E YOU COMPLETED A LAST WILL AND TESTAMENT?  YES NO. (II "Yes" where is document located?)  YE YOU PREPLANNED AN ARRANGED GUARDIANSHIP OF YOUR CHILDREN IN CASE OF COMMON DISASTER TO BOTH PARENTS?  YES NO. (II "Yes" give name(s) and address)  E YOU EXECUTED A POWER OF ATTORNEY?  YES NO. (II "Yes", who possess (he power of attorney?)  ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS  Notify parents in case of emergency only if unable to contact wife within
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CONFIDENTIAL

# CONFIDENTIAL (When Filled In)



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MEMORANDUM FOR:

William M. Kent

San Francis

SUBJECT

Commendation

You were mentioned particularly as one who performed your duties with distinction in support of the mission outlined in Project JMATE. Your cooperation, enthusiasm and the untiring application of your experience and knowledge with confidence and conviction has been a real credit to you and to your office. Even though you may have been subjected to disappointments and personal inconveniences, you gave more than is normally expected and your performance and contribution is worthy of special praise.

Thank you personally for this contribution.

Western Hemisphere Division

4. While consideration has been given Mr. Kent with regard to an Honor and Merit Award, it appears more appropriate that he be granted a Quality Step Increase.

William V. Broe Chief, Western Hemisphere Division

APPROVAL	RECOMMENDED;

Secretary, CS Panel Section B

3 June 1966
Date

CONCUR:

Michael H. Mitchell

6 June 1966

APPROVED:

Director of Personnel

Date

STANDARD FORM 61 (REVISED AUGUST 190)
PROMULGATED BY CIVIL SERVICE COMMISSION
FEDERAL PERSONNEL MARUAL

## APPOINTMENT AFFIDAVITS

IMPORTANT.—Before ewearing to these appointment affidavits, you should read and u	inderstand the
attached information for appointee	

CIA	·
(Department or agency)	(Bureau or division) (Place of employment)
WILLIAM M. KENT	, do solemnly swear (or affirm) that—
domestic: that I will bear true faith	institution of the United States against all enemies, foreign and in and allegiance to the same; that I take this obligation freely urpose of evasion; that I will well and faithfully discharge the out to enter, SO HELP ME GOD.
B. AFFIDAVIT AS TO SUBVERSIVE ACT	IVITY AND AFFILIATION
that advocates the overthrow of the unconstitutional means or seeking by Constitution of the United States.	St. I do not advocate nor am I a member of any organization Government of the United States by force or violence or other y force or violence to deny other persons their rights under the I do further swear (or affirm) I will not so advocate, nor will ation during the period that I am an employee of the Federal
C. AFFIDAVIT AS TO STRIKING AGAIN	CT THE FEDERAL HOVERNMENT
so engage while an employee of the an organization of Government emp	gainst the Government of the United States and that I will not Government of the United States; that I am not a member of loyees that asserts the right to strike against the Government not, while a Government employee, become a member of such
D. AFFIDAVIT AS TO PURCHASE AND	SALE OF OFFICE
I have not paid, or offered or pro- firm or corporation for the use of infi	omised to pay, any money or other thing of value to any person, luence to procure my appointment.
E. AFFIDAVIT AS TO DECLARATION OF	APPOINTEE
The answers given in the Deck correct.	aration of Appointee on the reverse of this form are true and
-	. > 00
2 January (952 (Date of entrancelon duty)	William M. Kens (Bignature of appointee)
	2nd day of
Subscribed and sworn before me this	
at	WASHINGTON, D. C.
[SEAL]	Rabert Hayes  Appt Curke
	Notary Public the date of expiration of his commission should
be shown.	17-58169-2

either training or performance of duty is deemed unsatisfactory by CIA, you will be offered other types of employment if available, or your employment will be terminated.

6. Your appointment is for such time as your services may be required and funds are available for the work of CIA. Notice of termination will be given you by procedure similar to that provided by Civil Service rules and regulations.

Official authorized to sign letters of appointment.

I accept the above agreement as a condition of my employment by CIA.

Employee

Employee

2 day 1952

# EASO E STREET HW. WASHINGTON 25, D. C.

Date 2 amury 52

#### Dear WILLIAM M. KENT

1. This is to notify you that the United States Government, as represented by the Central Intelligence Agency, has accepted your employment effective

Position: ADMIN. CLERK

Base Salary: 08-5 \$3/10,

#### 2. You will be:

- a. Entitled to annual and sick leave in accordance with Civil Service Commission rules and regulations, or such other provisions of law or regulations as may be established in lieu thereof.
- b. Reimbursed for travel expenses in accordance with CIA Regulations or Standardized Government Travel Regulations, as amended.
- c. If stationed outside continental United States, granted such monetary allowances as are prescribed by CIA Regulations.
- 3. As a condition of your employment by the Central Intelligence Agency, you are subject to assignment to tours of duty at posts outside the continental United States. Each time you are so assigned, unless otherwise specified in advance by CIA, you will be required to remain at the post to which assigned for a period of 24 months from the date of arrival thereat, unless sooner transferred, reassigned or separated for reasons beyond your control. If you wish to return to the United States for personal reasons during that period, all travel and transportation costs incident to such return will be borne by you, with no expense to the Government.
- 4. If this employment is for assignment to an overseas post, it is understood and agreed that, unless earlier separated for reasons beyond your control, you will remain in Government service for 12 months after your arrival at your first overseas post, and if you violate this agreement, any money expended by the United States on account of your travel and the transportation of your immediate family and household goods will be considered a debt due to the United States.
- 5. Employment is conditioned upon satisfactory completion of the training courses prescribed by CIA and satisfactory performance of duty for a total period of six months from date of employment. In the event

#### Security Information

- 6. If you should receive any sums required under the terms of this letter of appointment from or through your cover instrumentality, such sums will be used to offset amounts due and payable by CIA. Sums thus received through your cover instrumentality are acknowledged and agreed to be payment by CIA within the provisions of this letter of appointment.
- 7. Your employment under this letter of appointment is subject to the availability of the appropriations for the functions of CIA. Upon termination of your cover employment, you will revert to normal staff employee status upon the effective date of the termination of your employment hereunder, unless for good and sufficient cause, such as misconduct or demonstrated incompatence, such reversion would be opposed to the efficiency and best interests of CIA. The termination of this appointment will not release you from the provisions of any security eaths you will be required to take.
- 8. Authorized instructions from CIA received by you in briefing or training will be deemed a part of this letter of appointment and are incorporated herein to the extent that such instructions are not inconsistent with the terms hereoff.
- 9. Any additional provisions or arrangements will be contained in supplemental documents.

CENTRAL INTELLIGENCE AGENCY

Personnel Division, Covert

ACCEPTED:

Kant William Merris

Security Information

Central Intelligence Agency

Washington, D. C.

Sent, William Morris

1. Pursuant to the authority vested in me by Section 5.2 of the Confidential Funds Regulations, you are hereby appointed an employee of the Central Intelligence Agency in the capacity of a staff agent at a salary of \$ 3715.00 grade GS-6

This appointment will be effective 10 June 1952.

If security considerations permit, appropriate deductions will be made for retirement and withholding tax purposes. In any event, it shall be your responsibility to report income received from CIA hereunder in accordance with existing Federal income tax laws and regulations.

- 2. The conditions of your employment will be in accordance with established CIA procedures for an employee of similar grade and salary provided, however, that where necessary, in the interests of preserving your cover and the security of CIA, established procedures will not be followed in all details. However, there will be substantial compliance with such procedures. Termination of this appointment will be in accordance with established procedures.
- 3. Where authorized, you will receive living-quarters and cost-of-living allowances, travel and transportation expenses and other emoluments of your position with CJA. You will account for such allowances, travel, and operational expenses in substantial compliance with CJA regulations or the established policies of your cover facility whichever is directed by CJA.
- 4. For the purpose of your employment hereunder, you will be required to accept employment or adopt necessary cover other than with CIA in a manner directed by CIA. In the event the circumstances of your cover are altered to such an extent that CIA deems it undesirable to continue further use by you of such cover, it is intended that your services will be continued by CIA in some other appropriate capacity or position.
- 5. a. If, in the performance of your cover service, you assume the custody of or take title of record to property of any nature whatscever and wherever situate, which property has in fact been purchased with monies of the U.S. Government, you hereby recognize and admowledge the existence of a trust relationship, either express or constructive, and you agree to execute whatever documents may be required by CIA to evidence this relationship.
- b. It is expressly understood and agreed that any and all documents which you may execute in the course of such cover employment are subordinate to this agreement and any contradiction in terms which may in any way appear to amplify, extend or restrict your rights and/or obligations hereunder shall be resolved by this agreement which shall always be dominant.

SECRET

#### Security Information

Date: 6 June 1952

Central Intelligence Agency 2430 E Street, N. W. Washington, D. C.

#### Gentlemen:

- 1. In accordance with the policy of this agency, it is understood and agreed by me that I shall be required to serve a minimum term of two years from the date of my arrival at my overseas post of duty, unless terminated by the Government for its convenience. If the assignment is terminated at my request in less than twenty-four months, the following shall prevail:
- (a) If I resign in less than twelve months from the date of my arrival at my overseas post of duty, I shall reimburse CIA for all travel expenses involved in the transportation of myself, my immediate family, household goods, and personal effects and automobile to the foreign station, and pay all such expenses for return to the United States.
- (b) If I resign between the twelfth and twenty-fourth month from the date of my arrival at my overseas post of duty, I shall pay all expenses for the travel and transportation of myself, my immediate family, household goods, and personal effects and automobile to the United States.
- 2. Part (a) above shall not apply to employees who have served in a departmental position with CIA or who have served an overseas tour of duty with CIA, and in such case part (b) only shall apply, amended to read: "If I desire to terminate or return to the United States prior to the expiration of twenty-four months from the date of my arrival at my overseas post of duty, I shall pay all expenses for the travel and transportation of myself, my immediate family, household goods, and personal effects to the United States".

Witness:

Sweet W. Payan

Kents William Morris

SECRET Security Information

#### FORM NO. CONFIDENTIAL Dec. 1947 51.53 STATUS AND EFFICIENCY REPORT Replaces Form No. 55-2 which newton + ky may continue to be used. SEE INSTRUCTIONS ON SEVERSE SINE SECTIONS I THROUGH S WILL BE COMPLETED BY EMPLOYEE. TYPEWRITER WILL BE USED IF POSSIBLE 16 June 1952 . HAME IPRINTED) FIRST MIDDLE CAF RATING SALARY \$4205 GS-? DUTIES SINCE LAST EFFICIENCY REPORT. (LIST MOST RECENT PIRST. DESCRIBE CONCISELY BUT FULLY) Agent at the Air Travel Control Field Office at Toownen International Airport. maintaining all water travel control on both the atlantic and pacific sides of the Isthmus, writing general operational reports and the monthly satellite travel reports, performing surveillances and acting as cut out for HMADIZ. 3. IF COURSES OF INSTRUCTION WERE COMPLETED DURING PERIOD OF THIS REPORT, LIST TITLE, LOCATION OF SCHOOL, LENGTH OF COURSE AND DATE COMPLETED. UNDERSTANDING MY PREFERENCE FOR NEXT DUTY AFTER TERMINATION OF CUR-SPEAKING 4.PROFICIENCY IN READING RENT ASSIGNMENT IS: [IF IN US-SO STATE] FORTERN LANG. EXC GOOD FATE EXC BOOD FATE . THE BOOD FATE Operations Officer Panama Spanish x X x Italian Mexico X X Z. French X Chiba X X German X X Х materala. ILLEY ONE OF MORE IS GOOSE OF PREFERENCE S. HAVE THERE BEEN ANY CHANGES IN PERSONAL STATUS SINCE ORIGINAL EMPLOYMENT OR LAST REPORT - WHICHEVER IS LATER? 8 2 V YES NUMBER OF DEPENDENTS EMERGENCY ADDRESSEE YES X No X 80 X NO X NO IF THE ABOVE IS YES, ATYACH A SEPARATE DETAILED REPORT IN DUPLICATE MERETO. IN THE CASE OF THE REPORT WILL INCLUDE NAMES, ADDRESSES, AND CITIZENSHIP OF SPOUSE. FATHER-IN-LAW, MOTHER-IN-LAW, BROTHERS-IN-LAW AND SISTERS-IN-LAW. 8 June 1951 PATE Mion Mori 100 PLOYER SECTIONS 7 THROUGH 11 TO BE COMPLETED BY IMMEDIATE SUPERVISOR PERIOD COVERED BY THIS REPORT OCCASION FOR REPORT ARMUAL REASSIGNMENT OF PROPOSED REASSISNMENT COVERING INITIAL SO REPORTED ON DAYS OF EMPLOYMENT June 53 31 May FOR OTHER DUTIES? PERFORM ALL PRESENT DUTIES? IF \$0, WHAT BUTY OR DUTIES Intelligence Officer O Operation after Feadquarters training. DO YOU CONCUR IN EMPLOYEES DESCRIPTION OF DUTIES UNDER SECTION 27 VES 40 17 NO. EXPLAIN IN SECTION 11 HAS EMPLOYEE STRIVEN FOR X YES DO YOU RECOMMEND EMPLOYEE YES 15 SO. YO SHAY GRADE AND FOR WHAY POSITIONY PROPESSIONAL IMPROVEMENT? NO FOR PROMOTION! FOR EACH PACTOR OBSERVED CHECK THE APPROPRIATE BOX TO INDICATE NOW THE EMPLOYEE COMPARES WITH ALL OTHERS OF THE SAME CLASSIFICATION WHOSE PROFESSIONAL ABILITIES ARE KNOWN TO YOU FARSONALLY. DO NOT LIMIT THIS COMPARISON TO THE OTHERS NOW UNDER YOUR SUPERVISION, DO NOT MESITATE TO MARK "NOT OBSERVED" ON ANY QUALITY WHEN APPROPRIATE. WHEAT-MOT GUT -RATING FACTORS IEFAC-.... -TORY .... A. ABILITY TO WORK AND SET ALONS WITH PEOPLE X B. INTEREST AND EXTHUSIASM IN WORK X C. SECURITY CONSCISUSMESS D. ABILITY TO GRASP INSTRUCTIONS AND PLANS E. ATTENTION TO DUTY x F. JUDGMENT AND COMMON SENSE B. ABILITY TO OBTAIN RESULTS AND GET THINGS DONE x H. DISCRETION I. INITIATIVE X J. ABILITY TO HANDLE AND DIRECT PEOPLE. K. PERFORMANCE OF PRESENT DUTIES (ITEM 2) X L. ABILITY TO EVALUATE INTELLIGENCE INFORMATION N. SAGACITY (NON-GULLIBILITY)

13. INDICATE YOUR ATTITUDE TOWARD HAVING THIS EMPLOYEE UNDER YOUR COMMAND OR SUPERVISION. WOULD YOU

ENTER HERE ANY DESIRED REMARKS PERTAINING TO PARTICULAR QUALIFICATIONS OR LACK THEREOF WHICH ARE CONSIDERED PERTINENT TO THE EVALUATION OF THIS EMPLOYEE. OUTSTANDING ASSETS AND/OR SERIOUS LIMITATIONS SHOULD BE STATED ALSO REASONS FOR AND ADCOMMENDATIONS AS TO REASSIGNMENT WILL BE GIVEN IF APPROPRIATE TO THIS REPORT.

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D. LEADERSHIP
P. PHYSICAL STAMINA

Corbustion

Q. MENTAL STAMINA

- 7. Your employment is conditioned upon satisfactory completion of the training courses prescribed by CIA and satisfactory performance of duty for a total period of 12 months from the date of employment. In the event either training or performance of duty is deemed unsatisfactory by CIA, you will be considered for other types of available employment for which you are suited, or your employment will be terminated.
- 8. Your appointment is for such time as your services may be required and available funds permit.

Ruth & Duffin

I accept the above agreement as a condition of my employment by CIA.

(Employee)

5 October 19

5 Oct 1956

Dear Mr. Kent:

1. This is to notify you that the United States Government, as represented by the Central Intelligence Agency, has accepted your employment effective 8 October 1956.

Position:

Area Ops Officer

Base Salary: \$6390.00 per annua

- 2. You will be entitled to receive annual and sick leave, retirement coverage and such other employee benefits as may be provided by Agency regulations or applicable Federal laws and regulations.
- 3. As a condition of your employment by the Central Intelligence Agency, you are subject to assignment to tours of duty at posts outside the continental United States. Each time you are so assigned, the duration of the tour of duty will be prescribed in advance and will normally consist of a period of 24 months. You will be required to serve the prescribed period of the overseas tour of duty from the date of arrival at your overseas post of duty unless this tour is sooner terminated by the Government for its convenience or it is terminated for circumstances that are considered by the Agency to be beyond your control.
- 4. If you terminate your assignment at an overseas post of duty for reasons within your control in less than 12 months from the date of arrival at the overseas post of duty, it is understood and agreed that you will be liable for reimbursing CIA for all travel expenses, including storage and per diem, incurred by the Government in the transportation of yourself, your dependents, household effects and automobile to your overseas post of duty, and you will pay all return travel and transportation expenses to the United States.
- 5. It is further understood and agreed that if you terminate your overseas assignment for reasons within your control subsequent to the twelfth month but prior to the completion of your prescribed tour of duty, you will pay all return expenses for the travel and transportation of yourself, your dependents, household effects and automobile to the United States.
- 6. If you wish to return to the United States for personal reasons during your overseas tour of duty, all travel and transportation costs incident to such return will be borne by you, with no expense to the Government.

## **DECLARATION OF APPOINTEE**

This form is to be completed before entrance on duty. Answer all questions. Any false statement in this eclaration will be grounds for cancellation of application or dismissal after appointment. Impersonation is a riminal offense and will be prosecuted accordingly.

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YOU BEEN ARRESTED (NOT INCLUDING TO N YOU WERE FINED \$25 OR LESS, OR FORFEITI SINCE YOU FILED APPLICATION RESULTING (	H THIS APPOINTMENT?					****			
our answer is "You", list all such or	see under Item 10.		Х			· · · · · · · · · · · · · · · · · · ·			
in each case: (1) ine dite; (2) the re rolation; (3) the name and location o dity imposed, if any, or other dispo ppointed, your fingerprints will be, to	of the court; (4) the							-	
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sprointing officer before whom the foregoing certificate is made shall ine to his own satisfaction that this appointment would be in conformance at Civil Service Act, applicable Civil Service Rules and Regulations and Congress pertaining to appointment, form should be checked for holding of office, pension, suitability in conwith any record of recent discharge or arrest, and particularly for the agr

agit dentity of appointes.—It is the duty of the appointing officer to against inpersonation and to determine beyond reasonable doubt that the earlies is the same person whose appointment was authorized. The case a signature and handwriting are to be compared with the application other portinent papers. If the appointee qualified in a written examination sheet, which was signed in the examination room. His physical unce may be checked against the medical critificate. The appointee to be questioned on his personal history for agreement with his previous mits.

(2) Age —If definite age limits have been established for the position, it should be determined that applicant is not outside the, age range for appointment. Until such determination is made, the appointment may not be consummated.

(3) Citivenship.—The appointing officer is responsible for observing the citivenship provisions of (1) the Civil Service Rules and (2) appropriation acts. Form 61 constitutes an atidavit for both purposes and is acceptable proof of citizenship status in the absence of conficting evidence. In doubtful cares the appointment should not be consummated until clearance has been secured from the certifying office of the Civil Service Commission.

(4) Members of Family.—Sertion 9 of the Civil Service Act provides that whenever there are already two or more members of a family serving under probational or permanent appointment in the competitive service. The appointment of persons entitled to veteran preference are not subject to this requirement. The members-of-family provision does not apply to temporary appolatments. Doubtful causes may be referred to the appropriate office of the Civil Service Commission for decision.

U. S. GOVERNMENT PRINTING OFFICE 15-58160-2

STANDARD FORM 61 (REVISED AUGUST 1949)
PROMULGATED BY CIVIL SERVICE COMMISSION
FEDERAL PERSONNEL MANUAL

## APPOINTMENT AFFIDAVITS

IMPORTANT.—Before swearing to these appointment affidavits, you should read and understand the attached information for appointee

******	CENTRAL INTELLIGENCE AGEN	icy	Washington, D. C.
	(Department or agency)	(Bureau or division)	(Place of employment)
I,	William M. Kent		do solemnly swear (or affirm) that-
A. DATH	OF OFFICE	,	the committee of the co
without a		nu anegrance to the	I States against all enemies, foreign and same; that I take this obligation freely I will well and faithfully discharge the ME GOD.
B. AFFIDA	VIT AS TO SUBVERSIVE ACTIVIT	TY AND AFFILIATION	
that advo unconstitution	not a Communist or Fascist, cates the overthrow of the Go- utional means or seeking by fo- ion of the United States. I d	I do not advocate a vernment of the Uni- arce or violence to de lo further average	nor am I a member of any organization ted States by force or violence or other my other persons their rights under the affirm) I will not so advocate, nor will that I am an employee of the Federal
so engage an organiz	ation of Government employed ted States, and that I will not	nst the Government of the Unit	INMENT of the United States and that I will not ted States; that I am not a member of ight to strike against the Government at employee, become a member of such
I have	IT AS TO PURCHASE AND SALE e not paid, or offered or promise poration for the use of influence	ed to pay any mone	y or other thing of value to any person,
	IT AS TO DECLARATION OF AP		poniument.
The a	inswers given in the Declarati	ion of Appointee on	the reverse of this form are true and
A	1956 of entrance on duty)	(ù	(Signature of appointed)
Subscribed	and sworn before me this8t	h day of	October , A. D. 19 56 ,
at	Washington		D C
	[SEAL]		(State)  Little & Duffer  (Signature of officer).  All 2 + Gerk
NOTE.—If	the oath is taken before a Nota be shown.	ry Public the date or	(Title)  f expiration of his commission should

16-68160-2



# CENTRAL INTELLIGENCE AGENCY WASHINGTON 25. D. C.

## OFFICE OF THE DIRECTOR

5 DEC 1956

MEMORANDUM FOR: William M. Kent

SUBJECT:

Notification of Membership in the Career Staff

- 1. On behalf of the Director of Central Intelligence, it gives me pleasure to inform you that your application for membership in the Career Staff has been accepted by the CIA Selection Board. The effective date of your membership is 27 December 1954.
- 2. Please indicate that you have received this notification by signing in the space provided below and return it to the Head of your Career Service. He will forward it to the Executive Director of the CIA Selection Board.
- 3. Because your membership in the Career Staff is classified information, it is necessary that this notification be conveyed to you in this manner. The application for membership which you signed has been endorsed on behalf of the Director of Central Intelligence by the Executive Director of the CIA Selection Board and placed in your permanent Official Personnel Folder.

FOR THE DIRECTOR OF CENTRAL INTELLIGENCE

Harrison G. Reynolds Chairman, CIA Selection Board

Career Service Staff
Office of Personnel

·н JAN 1957.

_ William M. Kens

Noted:

Date: 18 Roberomber 1956

SECRET

(4)

## 20 DEC 1965

MEMORANDUM FOR: Deputy Director for Plans

ATTENTION DDP/OP

SUBJECT : Request for Quality Step Increase (HR 20-37),

Mr. William M. Kent, GS-13

1. On the basis of the information presented below, it is recommended that a Quality Step Increase be approved for Mr. William M. Kent.

- 2. Kr. Kent has made a most valuable contribution to the Covert Action mission of this Division. On occasion of the discovery of a Cuban arms cache in Venezuela in November 1963, of the January 1964 riots in Panama, of the April 1965 revolution in the Dominican Republic, of many other crises and situations which have developed, Mr. Kent immediately took the initiative within and outside this Division for the initiation and coordination of Covert Action efforts to safeguard the U.S. image and support U.S. objectives in each case; this, of course, without neglecting his other, routine, day-to-day responsibilities. Mr. Kent has been energetic, imaginative, and professional in his work to a degree much beyond that normally found or expected. He speaks excellent Spanish, and this has been an essential ingredient in his critical abilities in the handling of his assigned tasks.
- 3. Mr. Kent has been with the WH Division's Covert Action Staff since 1963. In 1964, he attended the Midcareer Executive Development Course No. 4. He has consistently maintained a very high level of competence, conscientious application, and strong dedication to his duties. In this connection, despite an illness which lasted from December 1964 to July 1965, he took only two days of sick leave and did not allow his work performance to suffer. There is every reason to believe that Mr. Kent's exceptional proficiency and effectiveness will continue.

1 6 JUN 1966

MEMORANDUM FOR: Head, Clandestine Services

SUBJECT

Career Service : Notification of Approval of Quality Step Increase -

William M. Kent

- 1. I am pleased to send to you the attached edficial notification of the approval of the Quality Step increase which you recommended for this employee.
- 2. As this award is designed to encourage encellence by recognising and rewarding the employee, may I ask that you arrange to have this Quality Step increase presented at an appropriate ceremony.

irector of Personnel

Distribution:

O & 1 - C/WH Division

1 - C/CSPS

**≯** - OPF - KENT

I - D/Pers Chrono

1 - C/PD

OP/DD/RP/PD/JJCaldwell:ksd (16 June 1966)

**SECRET** 

GROUP 1 Excluded from automatic deviagrating and declassification

in view of your contemplated cover assignment, you have been designated a Staff Agent. The purpose of this Supplement is to call your attention to existing policies which are particularly material to you while you are so designated and to set forth certain rights and obligations incident to your status as an appointed employee.

- I. Payroll Administration. As indicated in your Staff Agent Personnel Action, your present salary and grade are \$11,000 per annum and US-13 respectively. As an appointed employee of the Government you are entitled to receive and retain only the salary, allowances and other benefits applicable to that status. However, certain procedural variations will be followed to preserve the security of your cover position,
  - (a) The gross emoluments that you receive from your cover activities will be retained by you as an offset against the gross emoluments due you from this organization. If cover emoluments over exceed those due you from this organisation, the overage is to be remitted to this organization on a monthly basis, unless a different period is specified.
  - (b) Your Federal income taxes will be withheld and reported in conformance with R 20-661 or any subsequent regulations or procedures promulgated by this organization. For your information, this organization shall withhold from the gross payments due you, Federal income taxes in an amount which, when added to the income taxes withheld by your cover facility, will equal the tax withholdings normally made from your gross taxable compensation with this organization. Taxes will be withheld from the differential due you by this organization. If there is no differential or if it is insufficient, you will be required to make tax remittances is conformance with HB 20-661-1.
  - (c) This organization will deduct from the gross payments due you an amount equivalent to six and one-half per cent (6 1/2%) of your gross salary for contribution to the Civil Service Retirement Fund. This amount will be deducted from the differential due you by this organization. If there is no differential or if it is insufficient, you will be required to make direct remittances to this organization in satisfaction of the required contributions. The Agency will not reimburse you for mandatory social security deductions required by virtue of your cover employment.
- 2. Nonofficial Cover Premium Pay You are hereby authorized Nonofficial Cover Premium Pay in conformance with applicable organizational policies and issuances. For your information, currently this premium pay is ten per cent of your base salary and represents additional taxable compensation to you.
- 3. Place of Assignment. This Supplement is predicated upon a domestic PCS assignment under non-Governmental cover. Any deviation thezefrom will require a new Supplement or so amendment beceto.

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and regulations.		

Dow W. Luetsche

SUPPLEMENT TO STATE PROSCRET ACTION

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William m Kent m. Kent

Noference is made to your Staff Applement, effective 31 July 1966.

Refereive 30 July 1967 your authorization to receive monefficial cover premium pay is terminated. As of that date, your Staff Depplement is smeaded by deleting therefrom paragraph two (2).

All other terms and conditions of the Supplement remain in full force and offers.

LECTURE STATES ACCOMMENSATION

Torre K. Livet Sifte

20 July 1966

THIS IS TO CERTIFY THAT I AM AWARE OF THE PROVISIONS OF HANDBOOK 20-4,

DATED 7 OCTOBER 1967 CONCERNING THE PERSONAL CONDUCT OF AGENCY EMPLOYEES.

William In Kent

S-E-C-R-E-T

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The authorization to process this employee's disclaim of proficiency in the language factors indicated on this form is contained in a memorandum on file and designated "language Proficiency Disclaim File", located in the Qualifications Analysis Branch, Office of Personnel.

## ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE

FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

IMPORTANT
AGENCY INSTRUCTIONS
ON BACK OF ORIGINAL

#### TO COMPLETE THIS FORM-

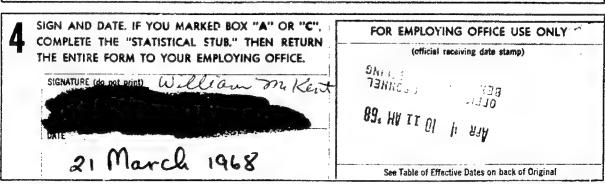
#### FOLLOW THESE GENERAL INSTRUCTIONS:

- · Read the back of the "Duplicate" carefully before you fill in the form.
- · Fill in BOTH COPIES of the form. Type or use ink.
- · Do not detach any part.

5/1

7	FILL IN THE IDENTIFYING INF	ORMATION BELOW	(please print or type):	
2	NAME (last) (first)	(middle)	DATE OF BIRTH (month, day, year)	SOCIAL SECURITY NUMBER
	Wie e-		/29	
	Kent, William	-asn.	LOCATION (City, State, ZIP Code)	

	Kent, Willia	LOCATION (City, State, ZIP Code)
2	MARK AN "X" IN ONE OF	THE BOXES BELOW (do NOT mark more than one):
J	Mark here	ELECTION OF OPTIONAL (IN ADDITION TO REGULAR) INSURANCE
	want BOTH optional and regular insurance	I elect the \$10,000 additional optional insurance and authorize the required deductions from my salary, compensation, or annuity to pay the full cost of the optional insurance. This optional insurance is in addition to my regular insurance.
	Mark here	DECLINATION OF OPTIONAL (BUT NOT REGULAR) INSURANCE
	if you DO NOT WANT OPTIONAL but do want regular insurance	I decline the \$10,000 additional optional insurance. I understand that I cannot elect optional insurance until at least I year after the effective date of this declination and unless at the time I apply for it I am under age 50 and present satisfactory medical evidence of insurability. I understand also that my regular insurance is not affected by this declination of additional optional insurance.
	Mark here	WAIVER OF LIFE INSURANCE COVERAGE
	if you WANT NEITHER regular nor optional insurance  (C)	I desire not to be insured and I waive coverage under the Federal Employees Group Life Insurance Program. I understand that I cannot cancel this waiver and obtain regular insurance until at least I year after the effective date of this waiver and unless at the time I apply for insurance I am under age 50 and present satisfactory medical evidence of insurability. I understand also that I cannot now or later have the \$10,000 additional optional insurance unless I have the regular insurance.



ORIGINAL COPY-Retain in Official Personnel Folder

SECRET

STANDARD FORM No. 176-T JANUARY 1968 (for use only until April 14, 1968) 176-101

# ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE

FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

IMPORTANT
AGENCY INSTRUCTIONS
ON BACK OF ORIGINAL

## TO COMPLETE THIS FORM-

## FOLLOW THESE GENERAL INSTRUCTIONS:

- · Read the back of the "Duplicate" carefully before you fill in the form.
- . Fill in BOTH COPIES of the form. Type or use ink.
- · Do not detach.

NAME (last)	(first)	(middle)	DATE OF B	IRTH (monti	n, day, year)	SOCIAL	SECURI	TY NUMBER		
KENI	W	ILLIAM M.	5	-9-	29	058	22	8472		
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MARK AN "X" IN	ONE OF 1	HE BOXES BELOW (de	NOT ma	rk more	than one)	:				
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optional and regular		This optional insurance is	In addition	to my regi	Jiar insura:	ice.	0,000			
insurance	(A)									
Mark here -		DECLINATION OF OPTIO	NAL (BUT	NOT REC	BULAR) IN	SURANCE				
if you DO NOT WANT OPTIONAL but do want regular insurance		I decline the \$10,000 additional insurance until at the street in apply for it of insurability. I understartion of additional optional	f am under	mertne e rana 50 a	mective del	e of this d	eclinati	on and unle		
Mark here —		WAIVER OF LIFE INSUR	ANCE COVE	ERAGE						
if you WANT NEITHER regular nor optional insurance	(C)	I desire not to be insured Insurance Program. I und surance until at least 1 ye I apply for insurance I am surability. I understand a optional insurance unless	and I waiw erstand that ar after the under age	e coverage t I cannot effective 50 and pr	date of thi	IS WRIVET A S WRIVET A	ind obta nd unle	ein regular i ss at the tin		
DATE AND SIGN	PETION T	HE ENTIRE FORM TO								
YOUR EMPLOYING		IL ENTINE PORM TO		FOR EM	IPLOYING	OFFICE	USE	ONLY		
TOUR EMPLOTING	SIGNATURE (do not print)						(official receiving date stamp)			

ORIGINAL COPY-Retain in Official Personnel Folder

March 30, 1970

DATE

STANDARD FORM No. 176 APRIL 1968 FPM Supplement 870-1 176-102

See Table of Effective Dates on back of Original

11. PREFERENCE FOR NEXT ASSIGNMENT:
11A. DESCRIBE BRIEFLY THE TYPE OF WORK YOU WOULD PREFER FOR NEXT ASSIGNMENT IF DIFFERENT FROM THAT INDICATED IN ITEM NO. 9. ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICE.
I would worm much him
I would very much like to continue in my present duties, dealing with
TO THE WORLD OF THE MY DESTREPHEND WASHED AT A THE TOTAL OF THE PROPERTY OF TH
in my present status and cover arrangement indefinitely.
Garage and a
Employe
118. INDICATE IF YOU DESIRE TO EXTEND YOUR CURRENT TOUR BY CHECKING IN APPROPRIATE BOX. ALSO INDICATE PREFERENCE
COMPLETE ALL ALTERNATE CHOICES AND OPTIONS IN ALL CASES EVEN THOUGH YOU ARE REQUESTING AN EXTENSION OF YOUR
EXTEND TOURMONTHS AT CURRENT STATION TO
(DATE)
BE ASSIGNED TO HOGTES FOR A TOUR OF DUTY: INDICATE YOUR CHOICE OF DIVISION, STAFF OR OFFICE.
SE ASSIGNED TO ANOTHER FIELD STATION: INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECIALIZATION 1ST CHOICE
AETURN TO MY CURRENT STATION
312,700
TO BE COMPLETED BY FIELD STATION
Washington Base concurs with his present assignment for another tour.
•
2.28
TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE
IN CONSIDERATION OF THE STREET STREET
AND THE STAFFING REQUIREMENTS OF YOUR COMPONENT, INDICATE YOUR COMPONENT'S RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING.
DO Division concurs in Subjects and many
DO Division concurs in Subject s, and Base's, desire for another
tour at Washington Base. Subject has been an effective case officer
and his electiveness should be still greater by virtue of his accumulated
experience in the Base area.
DATE 1 May 69 TITLE DCDO/I SIGNATURE Standy Comes
Manley # Caines
. APPROVED ASSIGNMENT:
3-11
EMPLOYEE NOTIFIED BY DISPATCH NO ALL CONTROL ST. M. CONTROL ST.
DATED: Collage
CABLE NO. DATED:
CAREER SERVICE REPRESENTATIVE: (Male B. R. L. Mal
CAREER SERVICE REPRESENTATIVE: Charles B. Redmonding

· ·	SECRET	
	FIELD REASSIGNMENT QUESTIONNAIRE	
William M.	CENT DO NOT COMPLETE FOR HEADQUARTERS USE ONLY	
DATE RECEIVED AT HEADQUAR	12 Feb. 1969 John G. Shaffer, Jr.	DATE (from item S-2) 12 Feb. 1969
17 February 1969	TM 198253  12 Feb. 1969	
	TO BE COMPLETED BY EMPLOYEE	
9 May 1929 D	3. YOUR CURRENT POSITION. TITLE 4. STATION OR BASE AND GRADE Ops Officer - GS-14/3 DO BASE WASHINGTON	S. CRYPT FOR CURRENT COVER WUINDIAN
1 August 1967	69. REQUESTED DATE OF 60. EXPECTED DATE QF FIRST 60. DESIRED DATE CHECK-IN AT HO AFTER LEAVE	·
	Ges 38, 15, 14, 13	
	THAT SHOULD BE CONSIDERED IN DETERMINING NEXT ASSIGNMENT.  acilities for my children and medical facil	lities

- List your major duties during current your (see special note on transmittel form).
   (also attach paraonal cover questionnaire in accordance with CSI-F 240-8)
  - - Initiate and develop contacts and operations in the Washington diplomatic and foreign press communities, encompassing all the major world geographical areas.
  - - Handle recruited agents resident in the Washington area.
  - Establish and maintain self in commercial cover role. Perform cover duties.
  - Prepare operational correspondence and conduct routine adminis-
- 10. TRAINING DESIDED: INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE DURING THE NEXT SEVERAL YEARS

for my wife.

- 4. Mr. Kent has a first rate mind, a unique flair for SA operations, and unusual language capabilities. During the Chilean crisis period he demonstrated his dedication to duty, working eleven or twelve hours a day without complaint, and his ability to make effective use of his exceptional professional talents and experience while exceptional professional talents and experience while simultaneously exercising sound judgment and leadership in his management of Branch affairs.
- 5. In view of Mr. Kent's outstanding performance under tense and trying circumstances it is strongly recommended that he be granted a QSI.

David A. Phillips Chief Western Hemisphere Division

APPROVAL RECOMMENDED:

Chairman, DDO/QSI Panel

APPROVED:

31 JAN 1974

Date

2 0 DEC 1973

MEMORANDUM FOR: Chairman, QSI Honor and Merit Award Panel

SUBJECT:

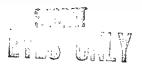
Request for QSI:

William M. Kent, GS-14

- 1. It is recommended that Mr. William M. Kent be granted a Quality Step Increase in recognition of his outstanding performance as Chief of the SA Section and Acting Deputy Branch Chief of WH/6 during the tension-filled days which preceded and followed the Chilean military coup of 11 September 1973. The nature of Mr. Kent's service to the Agency during this period has been described more fully in his most recent fitness report, which evaluated his overall performance as "Outstanding."
- 2. Mr. Kent served as Acting Deputy Branch Chief of WH/6 for five months, from mid-June to mid-November 1973, while concurrently continuing to direct the large and important Chilean covert action program with exceptional competence. Mr. Kent thus was handling two exacting jobs simultaneously during the entire coup period. This was a time of particular tension for the Branch, since developments in Chile were of international importance and generated almost daily requests for special papers and briefings for top U.S. Government leaders. Mr. Kent performed at a consistently high level in both his SA and managerial capacities: his propaganda and political action guidance was timely, imaginative and effective, while his managerial decisions as provisional head of a 15-man branch reflected sound judgment and an across-the-board foundation in clandestine operations.
- 3. A self-reliant and exceptionally talented SA officer, Mr. Kent was personally responsible for the creation and implementation of two successful Division programs -- one in the political action and one in the propaganda field -- which have made an important contribution to the achievement of U.S. policy objectives with regard to Chile. These programs are being continued even though Mr. Kent has now left the Branch to handle an exacting new staff assignment.

E2, IMPDET CL BY 024345

SECRET



3 November 1970

### MEMORANDUM FOR THE RECORD

SUBJECT: Commendation - Mr. William Kent

- 1. Mr. Kent was assigned to a high priority Task Force in WH Division from 21 September through 30 October.
- 2. During this period Mr. Kent assisted in the preparation of propaganda material and was in charge of black operations. Based on his knowledge of the Cuban Intelligence Service and Cuban modus operandi, Mr. Kent prepared several highly imaginative black operations and provided much needed advice to the Task Force on this subject. The biographic material he pulled together on a major proponent of our little drama was of exceptional value and was delivered to several U. S. as well as foreign newsmen who made extensive use of it. Mr. Kent is a well trained and resourceful Clandestine Service Operator whose work showed the stamp of professionalism and whose attitude was marked by a deep interest in his work. Mr. Kent is to be commended for his efforts on the behalf of the Task Force and for the unusual talent he brought to the job.
- 3. A copy of this commendation will be placed in Mr. Kent's personnel file.

Chief

Western Hemisphere Division

## MANAGEMENT BY OBJECTIVES SEMINAR

Student: Kent, Willaim M.

Dates: 30 June - 2 July 1975

Employee Number: 059198

Office: PS

Service Designation: D

### COURSE OBJECTIVES:

Upon completion of this Seminar, the participant should be able to:

- 1) Understand the evolution of the MBO concept.
- 2) Identify the elements of MBO and understand their utility.
- 3) Understand how MBO has been applied in certain large organizations.
- 4) Understand the major characteristics of the management system now used within each Directorate, particularly within his own Directorate.
- 5) Define significant differences and common traits in the practice of MBO among the Directorates of the  $A_{\rm S}$  ancy.
- 6) Describe actions which might be taken to improve and strengthen the application of HBO within the Agency.

## ACHIEVEMENT RECORD:

This is a certificate of attendance only. No attempt was made to evaluate student achievement in the Seminar.

FOR THE DIRECTOR OF TRAINING

CONFIDENTIAL (when filled in)

5 December 1975

MEMORANDUM FOR THE RECORD

SUBJECT: Commendation of Mr. William Kent

During the last five months I have turned to Mr. Kent on two occasions to help the Latin America Division in connection with Senate Select Committee's investigation of covert action in Chile. When confronted with a need to produce a paper on Chile in a short timeframe, I instinctively turned to him. It was not only because he had expertise on Chile, due to service in the Chile Branch, but because he is highly skilled in written presentation. He organizes his material well and presents it in a lucid, highly readable manner. On the first occasion, he helped us prepare a paper that was eventually used by the Director in his presentation before the Senate Select Committee on 14-15 July. On the second occasion his contribution was used by the DDO in his appearance before the Senate Select Committee on 28 October. Both of these papers were excellent and have withstoood critical scrutiny.

Aside from Mr. Kenr's ability to write I would like to take this occasion to record my overall high esteem for Mr. Kent as a professional and as a person. I have always considered him to be one of our more able and promising officers. His dedication is exemplary; he has spent untold extra hours of his time carrying out his duties. He has good judgment and common sense. Mr. Kent has a very attractive personality and excellent personal presence. From all standpoints he is an excellent officer that deserves to move ahead in the organization. I am convinced he has the ability and potential to do so.

signed Raymond A. Warren

Raymond A. Warren Deputy Chief Latin America Division

cc: C/CMG/NOC C/LA/PEMS

SECRET

E2 IMPDET CL BY 009560

#### CONFIDENTIAL (When filled in)

#### TRAINING REPORT

### MANAGEMENT COMMUNICATION COURSE (40 hrs., full-time)

STUDENT:

William M. Kent

EMPLOYEE NO: 059198

SERVICE DESIGNATION: D

OFFICE

**CMG** 

DATES ATTENDED: 24-28 January 1977

## COURSE OBJECTIVES-CONTENT AND METHODS

The Management Communication Course is designed to enable students to improve managerial performance by applying communication theory and principles to daily management activity; use interpersonal communication techniques to deal more effectively with superiors, peers, and subordinates; identify and use management communication source/resource personnel within the Agency; and assess the effectiveness of communication within an organizational component.

The content of the course is presented with the use of TV, films, and relevant exercises supplementing group and individual participation. Current theory and practical application are stressed.

### ACHIEVEMENT RECORD

This is a certificate of attendance only. No attempt was made to evaluate student achievement in this course.

FOR THE DIRECTOR OF TRAINING:

Tharles E. Coughlin 3 1 JAN 1977

Chief Instructor

CONFIDENTIAL

#### TRAINING REPORT

#### OFFICE OF TRAINING

### FUNCTIONAL TRAINING DIVISION

This certifies that	William M. Kent (05919	8) has
completed the two day Equal	•.	
for Supervisors held 17-	18 August 1976	At the
conclusion of this two-day s	ession, each participan	t will be
able to describe the followi	ng:	

- a) The REO Program and reasons for its existence;
- b) A supervisor's responsibility in implementing the program;
- c) The procedures for processing EEO complaints;
- d) The Agency's past record and the Agency's Affirmative Action Plans; and
- e) The significance of Upward Mobility, Federal Women's, and Hispanic Programs in the overall EEO Program.

FOR THE DIRECTOR OF TRAINING:

DORALD R. HEADY Course Administrator

ADMINISTRATIVE - INTERNAL USE ONLY

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THE THE THE PART ANY SINGLE STRENGTH OR WEAT	KNESS OUTWEIGHS ALL OTHER CONTREPATIONS:						
No.	KNESS OUTWEIGHS ALL OTHER CONTINUES OF PERSONNEL						
YOU FEEL THAT HE REQUIRES CLOSE SUPERVISION?	40 AM 355						
AT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?	MAIL ROOM						
1. Phases I, II, III. 2. CPO							
HER COMMENTS (Indicate here general traits, specific habits or characteristics not covered elsewhers in the port but which have a bearing on effective utilization of this parson):							
	ON V!						
Read all descriptions before rating. Place "X" in	n the most appropriate box under subsections A.B.C.&D						
RECTIONS: Consider only the skill with which the preon has performed the duties of his job and rate is accordingly.	C. DIRECTIONS: Based upon what he has said, his actions, and any other indications, give your opinion of this person's attitude toward the organization.						
1. DOES NOT PERFORM DUTIES ADEQUATELY, HE IS INCOMPETENT.  2. BARELY ADEQUATE IN PERFORMANCE: ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES COMPETENTLY.  2. PERFORMS MOST OF HIS DUTIES ACCEPTABLY: OCCA- SIONALLY REVEALS SOME AREA OF WEAKNESS.  4. PERFORMS DUTIES IN A TYPICALLY COMPETENT, EFFECTIVE MANNER.  5. A FINE PERFORMANCE; CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPT; ONALLY WELL.  6. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PER- SONS KNOWN TO THE RATER.  IS INDIVIDUAL RETTER QUALIFIED FOR WORK IN SOME AREA?  AREA?	1. HAS AN ANTAGONISTIC ATTITUDE TOWARD THE AGENCY WILL DEFINITELY LEAVE THE ORGANIZATION AT THE FIRST OPPORTUNITY.  2. HAS STRONG NEGATIVE ATTITUDE TOWARD ORGANIZA. TION IRKED BY RESTRICTIONS RECARDS AGENCY AS A TEMPORARY STOP UNTIL HE CAN GET SOMETHING BETTER.  3. TENDS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD THE ORGANIZATION SOTHERED BY MINOR FRUSTRA- TIONS WILL QUIT IF THESE CONTINUE.  4. HIS ATTITUDE TOWARD THE ORGANIZATION IS INDIF- FERENT HAS "WAIT AND SEE" ATTITUDE WOULD LEAVE IF SOMEONE OFFERED HIM SOMETHING BETTER.  5. TENDS TO HAVE FAVORABLE ATTITUDE. TOWARD ORGANI- ZATION MAKES ALLOWANCES FOR RESTRICTIONS IMPOSED BY WORKING FOR ORGANIZATION THIMKS IN TERMS OF A CAREER IN THE ORGANIZATION.  5. DEFINITELY HAS FAVORABLE ATTITUDE TOWARD THE ORGANIZATION BARRING AN UNEXPECTED OUTSIDE OPPORTUNITY, WILL PROBABLY ENDEAVOR TO MAKE A CAREER IN THE ORGANIZATION.  7. HAS AN ENTHUSIASTIC ATTITUDE TOWARD THE ORGAN- IZATION WILL PROBABLY NEVER CONSIDER WORKING ANY PLACE BUT IN THE ORGANIZATION.						
RECTIONS: Considering others of this person's grade d type of assignment, how would you rate him on							
tentiality for assumption of greater responsibili- as normally indicated by promotion.  1. HAS REACHED THE HIGHEST GRADE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED.  2. IS MAKING PROGRESS, RUT NEEDS MORE TIME IN PRESENT GRADE BEFORE PROMOTION TO A HIGHER GRADE CAN BE RECOMMENDED.  3. IS READY TO TAKE ON RESPONSIBILITIES OF THE NEXT HIGHER GRADE. BUT MAY NEED TRAINING IN SOME AREAS.  4. WILL PROBABLY ADJUST QUICKLY TO THE MORE RESPONSIBLE DUTIES OF THE NEXT HIGHER GRADE.  5. IS ALREADY PERFORMING AT THE LEVEL OF THE NEXT HIGHER GRADE.  6. AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR RAPID ADVANCE- MENT.	person is making your ratingekill in job duties, conduct on the jub, personal characteristics of habits, and apecial defects or talents.  1. DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED.  2. OF DOUBTFUL SUITABLLITYWOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW.  3. A BARELY ACCEPTABLE EMPLOYEEDEFINITELY BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION.  4. A TYPICAL EMPLOYEE. HE DISPLAYS THE SAME SUITABILITY AS MOST OF THE PEOPLE I KNOW IN THE ORGANIZATION.  5. A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS.  6. AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION.  7. EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION.						

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			- 1			-			T				
28. CAN THINK ON HIS FEET.										X			
27. COMES UP WITH SOLUTIONS TO										x			
PROBLEMS.		_	_										
2B. STIMULATING TO ASSOCIATES: A								X				1	
	 	T						x					
29. TOUGH MINDED.											1	1	
30. OBSERVANT.								X					
		T								x			
31. CAPABLE.													
32. CLEAR THINKING.										X			
33. COMPLETES ASSIGNMENTS WITHIN												-	
ALLOWABLE TIME LIMITS.													
34. EVALUATES SELF REALISTICALLY.									<u>z</u>				
35. WELL INFORMED ABOUT CURRENT							x						
EVENTS.													
36. DELIBERATE.						<b>X</b>							
37. EFFECTIVE IN DISCUSSIONS WITH								I					
ASSOCIATES.										x			
38. IMPLEMENTS DECISIONS REGARD- LESS OF OWN FEELINGS.													
39. THOUGHTFUL OF OTHERS.								I					
39. 140004.1700			7			I				x			
40. WORKS WELL UNDER PRESSURE.													
AT DISPLAYS JUDGEMENT.							<u> </u>	X					
42. GIVES CREDIT WHERE CREDIT IS									-				
DUE.													
45. HAS DRIVE.						<u> </u>	<u> </u>	-	<u> </u>	I			
1							1			x			
44. IS SECURITY CONSCIOUS.						1							
45. VERSATILE.				L.,			1		I				
44. HIS CRITICISM IS CONSTRUCTIVE.									x				
46. HIS CRITICISM TO COMBINGETIVE	-					T	T	<b>†</b>	×				
47. ABLE TO INFLUENCE OTHERS.	-	<u> </u>		<u> </u>	=	+-	<u> </u>	=	_	-			
48. FACILITATES SMOOTH OPERATION							<u></u>	<b> </b>	x				
OF HIS OFFICE. 49. DOES NOT REQUIRE STRONG AND	1	-						T	Π		2		
CONTINUOUS SUPERVISION.	 -	=	1		=	1	1	+	<del></del>		<del></del>	<u> </u>	
SO. A GOOD SUPERVISOR.										1.	<u> </u>	<u> </u>	
		SEC	TION	٧									100

A. WHAT ARE HIS OUTSTANDING STRENGTHS?

has initiative to a high degree and takes pride in carrying out his duties well. He is keenly interested in increasing his professional capabilities and shows considerable aptitude for this type of work.

B. WHAT ARE HIS OUTSTANDING WEAKNESSES?

None outstanding.

#### SECTION IV

This section is provided as an aid in describing the individual. Yours description is not favorable or unfavorable in itself but acquires its meaning in relation to a particular job or landingment of the threspictive words are to be interpreted literally.

On the left hand side of the page below are a series of statements that apply in some degree to most people. On the right hand side of the page are four major categories of descriptions. The scale within each category is divided into three small blocks; this is to allow you to make finer distinctions his payer, desire. Look at the statement on the left of them check the category on the right which best tolls how much the statement applies to the person you are rating. Placing an "X" in the "Not Observed" column means you have no opinion on whether a phrase applies to an individual. Placing an "X" in the "Does Not Apply" column means that you have the definite opinion that the description is not at all suited to the individual.

	NOT OB- SERVED	DOES NOT APPLY	L	IES IMIT		RE	LIES TASONAE	BLE	ABOV	IES TO E AVE	RAGE	OUT	IES T STAND EGREE	ING
. ABLE TO SEE ANOTHER'S THE POINT OF VIEW.			$\times$											
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. A GOOD REPORTER OF EVENTS.									x					
. CAN MADE DECISIONS ON HIS OWN WHEN NEED ARISES.									x				<u> </u>	
. CAUTIOUS IN ACTION.						I			-			-		
. HAS INITIATIVE.							•						x	
. UNEMOTIONAL.					<u> </u>		×	<u> </u>						1
. ANALYTIC IN HIS THINKING.				L'			<u></u>	1						<u></u>
CONSTANTLY STRIVING FOR NEW KNOWLEDGE AND IDEAS.								Ŀ	-			Y	<u> </u>	
). GETS ALONG WITH PEOPLE AT ALL SOCIAL LEVELS.				L_			<u> </u>	<u> </u>		3			<u></u>	<u></u>
. HAS SENSE OF HUMOR.						-	<u> </u>	<u> </u>		x	<u> </u>		<u> </u>	_
. KNOWS WHEN TO SEEK ASSISTANCE.					<u> </u>		<u> </u>	<u> </u>		<u> </u>	x	-	<u> </u>	<u> </u>
- GALM						<u> </u>		-	-		<u></u>	-	1	<u> </u>
. CAN GET ALONG WITH PEOPLE.			<u> </u>		<u></u>	-	<u> </u>	<u> </u>	-		<u> </u>	-	<del> </del>	<u> </u>
. MEMORY FOR FACTS.						-		<u> </u>	2			+-	<del> </del>	+
4. GETS THINGS DONE.				<u> </u>	<u> </u>		<u> </u>	+-					<u> </u>	<u> </u>
5. KEEPS ORIENTED TOWARD LONG TERM GOALS.			<u> </u>	<u> </u>	<u> </u>	-		1	-	<u> </u>	I	+=	<u> </u>	<u> </u>
. CAN COPE WITH EMERGENCIES.			-		<u> </u>	-	<u> </u>		3	<u> </u>		+==		+
7. HAS HIGH STANDARDS OF ACCOMPLISHMENT.				<u></u>	<u> </u>	-	<u> </u>	<u> </u>	-	<u> </u>	<u> </u>	+	X	<del> </del>
A LONG TIME.					<u> </u>		<u> </u>	<u> </u>	-	<u></u>	X	<del> </del>	<del></del>	
. HAS WIDE RANGE OF INFORMATION				L		1	<u> </u>	<u> </u>	X	1	<u> </u>	+		+
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ACCEPTA RESPONSIBILITIES.									-			_ X		
2. ADMITS HIS ERRORS.										<u> </u>				$\perp$
3. RESPONDS WELL TO SUPERVISION.				1						ļ	X			<u></u> _
. EVEN DISPOSITION.				Į_	<u> </u>		x	inci e				-	-	+
ABLE TO DO HIS JOB WITHOUT				1										

# FIELD FITHESS REPORT

The Fitness Report is an important factor in organisation personnel management. It seeks to provide: 1. The organisation selection board with information of value when considering the application of an individual for memberahip in the career staff; and

2. A periodic record of job performance as an aid to the effective utilization of personnel.

#### INSTRUCTIONS

TO THE FIELD ADMINISTRATIVE OR PERSONNEL OFFICER: Con-Bult current field administrative instructions regarding the initiation and transmittal of this report to head quarters.

TO THE FIFLD SUPERVISOR: Read the entire form before attempting to complete any item. As the supervisor who sessions, directs and reviews the work of the individual, you have primary responsibility for evaluating his strongths, weeknesses, and on-the-job effectiveness as

. revealed by his day-to-day activities. If this individual has been under your supervision for less than 30 days, you will collaborate, if practicable, with his previous supervisors to make sure the report is accurate and complete. Primary responsibility rests with the current supervisor. It is assumed that, throughout the period this individual has been under your supervision, you have discharged your supervisory responsibilities by frequent discussions of his work, so that in a general way he knows where he stands.

PERSON BEING RATED 3/1/50 Kent William MI THIS FITNESS REPORT IS SHOWN TO THE

		SEC	TION I		
A 60.0.	700	ri gent)	1. DATE OF BIRTH 9 May 1929	2. SEX	operations KUFIRE
. GRADE	S. STATION DESIGNATI	ON (Current)			
08-7b	Panama				
. DUE DATE OF	THIS REPORT	7. PERIOD COVERED	BY THIS REPORT (Inclusiv	e dates)	
30 Novembe	r 195h	1 June 195	to 30 November 19	514	
	SECTI		laked by Aleld a second		

1. CURRENT POSITION

2. DATE ASSUMED RESPONSIBILITY FOR POSITION

Operations Officer

16 June 1952 THE SPECIFIC ABSIGNMENTS OR TASKS WHICH ARE TYPICAL OF THOSE GIVEN TO THE EMPLOYEE DURING THE PAST THREE

TO SIX MONTHS (List in order of frequency)

- 1. Havy limison, including coverage and reporting of strategic materials transiting this area.
- 2. Water travel control, including reporting of satellite travel through this area, and assisting in air travel control.
- 3. Development of file material for (2 loads and travel control check on persons of CE interest.
- Cutout for one of the top CP penetrations in the area.
- Occasional surveillances on persons of interest to the Mission.



#### SECTION 111 (To be completed at headquarters only)

DO NOT COMPLETE - FOR HEADQUARTERS USE ONLY.

AUTHENTICATION OF REPORT AND SIGNATURES							
I. NAME OF RATER (True)	2. NAME OF REVIEWING OFFICIAL IN FIELD (True)						
Edward L. Anders	on John H. Jenkins, Jr.						
A. THIS REPORT TO WAS	WAS NOT SHOWN TO THE INDIVIDUAL BEING PATED.						
21 JAN 1995	5. NAME AND SIGNATURE OF ADMINISTRATIVE OR PERSONNEL OFFICER AT HEADQUARTERS AUTHORIZED TO AUTHENTICATE FETNESS REPORT AND SIGNATURES						

DO NOT COMPLETE

FOR HEADQUARTERS USE ONLY

C. INDICATE IF YOU THINK THAT ANY SINGLE STRENGTH OR WEAKN	ESS OUTWEIGHS THE OTHER CONSIDERATIONS:
C. INDICATE IF YOU THINK THAT ANY SINGLE STRENGTH OR WEAKN	OFFICE OF PERSON
No CON	
	Francisco
FED 23 PER SUPERVISIONS	" - TEBIZIES 12" 01 PH 36
LED 71	25/11/36
	MAIL ROOM
WHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?	W00M
1. World Communism	
2. Anti-Communist Operations	
. OTHER COMMENTS (Indicate here general traits, apocific	habits or characteristics not covered elsewhere in the
report but which have a bearing on effective utilization	on of this person):
Corbuston has demonstrated, amply, above-ave	erage aptitude for KUCAGE-type work.
SECTIO	
	the sos; appropriate box under subsections A.B.C.&D  C. DIRECTIONS: Beeed upon what he has said, his actions,
DIRECTIONS: Consider only the skill with which the person has performed the duties of his job and rate	and any other indications, give your opinion of this merson's stitude toward the organisation.
him accordingly.	
1. DOES NOT PERFORM DUTIES ADEQUATELY: HE IS	1. HAS AN ANTAGONISTIC ATTITUDE TOWARD THE ORGAN- 12ATION. WILL DEFINITELY LEAVE THE ORGANIZATION
2. GARELY ADEQUATE IN PERFORMANCE: ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE	AT THE FIRST OPPORTUNITY.  2. MAS STRONG NEGATIVE ATTITUDE TOWARD ORGANIZA-
OFTEN FAILS TO CARRY OUT RESPONSIBILITIES	TION IRKED BY RESTRICTIONS REGARDS ORGAN- IZATION AS A TEMPORARY STOP UNTIL HE CAN GET
COMPETENTLY. 3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY: OCCA-	SOMETHING SETTER.
SIGNALLY REVEALS SOME AREA OF WEARNESS.  4. PERFORMS BUTIES IN A TYPICALLY COMPETENT.	3. TENDS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD THE ORGANIZATION SOTHERED BY MINOR FRUSTRA-
PREPATIVE MANUEL.	TIONS WILL GUIT IF THESE CONTINUE.  4. HIS ATTITUDE TOWARD THE ORGANIZATION IS INDIF-
S. A FINE PERFORMANCE: CARRIES OUT WANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.	FERENT HAS "WAIT AND SEE" ATTITUDE WOULD LEAVE IF SOMEONE OFFERED HIM SOMETHING BETTER.
6. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FER OTHER PER-	A. TENDS TO HAVE FAVORABLE ATTITUDE TOWARD ORGANI.
SONS KNOWN TO THE RATER.	ZATION. MAKES ALLOWANCES FOR RESTRICTIONS IMPOSED BY WORKING FOR ORGANIZATION. THINKS
THIS INDIVIOUAL BETTER QUALIFIED FOR WORK IN SOME	IN TERMS OF A CAREER IN THE ORGANIZATION. 6. DEFINITELY HAS FAVORABLE ATTITUDE TOWARD THE
	CRGANIZATION. BARRING AN UNEXPECTED OUTSIDE OPPORTUNITY, WILL PROBABLY ENDEAVOR TO MAKE A
	CAREER IN THE ORGANIZATION.
	7- HAS AN ENTHUSIASTIC ATTITUDE TOWARD THE ORGAN- IZATION. WILL PROBABLY NEVER CONSIDER WORKING
	ANY PLACE BUT IN THE ORGANIZATION.
The second of th	
Berrows: Considering others of this person's grade	D. DIRECTIONS: Consider everything you know about this person is making your rating. exill in job duties.
and type of exsignment, how would you rate him on potentiality for assumption of greater responsibili-	conduct on the job, paraonal characteristics or
ties normally indicated by promotion.	habits, and special defects or talents.
1. HAS BEACHED THE HIGHEST GRADE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED.	1. DEFINITELY UNSUITABLE . HE SHOULD BE SEPARATED
2. IS MAKING PROGRESS, BUT NEEDS MORE TIME IN	2. OF DOUBTFUL SUITABILITY. WOULD NOT HAVE AC- CEPTED HIM IF 1 HAD KNOWN WHAT I KNOW NOW.
PRESENT GRADE BEFORE PROMOTION TO A HIGHER GRADE CAN BE RECOMMENDED.	1 A RAPELY ACCEPTABLE EMPLOYEE DEFINITELY BELOW
3. IS READY TO TAKE ON RESPONSIBILITIES OF THE NEXT HIGHER GRADE, BUT MAY NEED TRAINING IN	AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION.
SOME AREAS. 4. WILL PROBABLY ADJUST QUICKLY TO THE MORE	4. A TYPICAL EMPLOYEE. HE DISPLAYS THE SAME SUITA
RESPONSIBLE DUTIES OF THE NEXT HIGHER GRADE.	ORGANIZATION.
5. IS ALREADY PERFORMING AT THE LEVEL OF THE NEXT HIGHER GRADE.	STRENGTHS.
6. AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR RAPID ADVANCE-	6. AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION.
MENT.	7. EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION.
	IN INC OURSELECTION.
8	A
	PET

	(When F	illed In)				
2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES		ha 3	8 32 1	3/		
DIRECTIONS:  a. State in the spaces below up to six of the m Place the most important first. Do not incl b. Rate performance on each specific duty considerations.	uvie minn	IF AF HAIMAA	FIC duties p	performed dur		
b. Rate performance on each specific duty consi- c. For supervisors, ability to supervise will a who supervise a secretary only).						
d. Compare in your mind, when possible, the						
<ul> <li>e. Two individuals with the same job title π duties.</li> </ul>				iles. If so,	rate them on di	ifferent
f. Be specific. Examples of the kind of duties  ORAL BRIEFING  GIVING LECTURES  CONDUCTING SEMINARS  WRITING PROPERTY	HAS AND DEVELOP ANALYZE	D USES AREA K PS NEW PROGRA TS INDUSTRIAL	knowledge Aws	PREPARE: TRANSLA	S INTERROGATIONS S SUMMARIES TES GERMAN	;
WRITING TROUNICAL REPORTS CONDUCTING EXTRENAL LIAISON TYPING TAKING DICTATION		S RADIO ATES WITH OT	THER OPPICES	KEEPS BE DRIVES	TRUCK	
TAKING DICTATION SUPERVISING E. For some jobs, duties may be broken down ever and phone operation, in the case of a radio of	PREPARE.	REGULATIONS S CORRESPOND IS if supervi	DENCE isor conside	PRATEIA TO	VS AIR CONDITION ES SIGNIFICANCE ble, e.g., combi	AR BARA
DESCRIPTIVE RATING NUMBER A - PERFORMS THIS DUTY IN SUCH A THAT HE IS A DISTINCT ASSET ON	MANCE OF ENT MANNI A FINE MANNI HIS JOB	THIS 7 ER ANNER	FOUND IN LAR JOBS - EXCELS A THIS DUTY	VERY FEW IND ANYONE   KNOS	AN OUTSTANDING DIVIDUALS HOLDIN W IN THE PERFORM	IG SIMI-
Provides PP support and guidance to field	NUMBER 5	imevle	d wees 14	ragurgo au	d area	RATING NUMBER
Originates 37 meterial and ideas for field	6	00770	op. on 21	bandles He Fand rela	sfield tod matters	RATING NUMBER
Co-estimates with other/Rus. componers 27 and related matters	5	Precipic ou Propie	res ses	oct outlin	ee, renewile	RATING NUMBER
3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMA						
DIRECTIONS: Street etrengths and weaknesses, part A fortile , imminative mind combine and near fluency in Symmish, makes area. So is a little too impettors of those shedtcomings one probably should distypear with emperiones. As is dedication to job like overall  SECTION D. SUITABILITY FOR	ed with subject the strain be strain Verent:	h trement of an ide nos and s tributed flity is formance	ens drive al 37 Ope empulat ! to kie ye knother f en the Cu	e, good ar efficer Pullbonde puth and v Pecter in dan desk	es knowledge for the WE d' but both iger aud oubledt's fo	· var
DIRECTIONS: Take into account here everything y pertinent perconel characteristics or habits, epec pase him with others doing similar work of about to the perconel of the per	cial dese the same DE SEPARA I HAVE AC DW AVERAG DPLE I KN DING STRE B OF THE	ecte or telen level. Ated CCEPTED Him I SE BUT WITH N HOW IN THE OR ENGTHS REGULTEMENTS	IF I HAD KNO NO WEAKNESSE RGAN: ZATION	now he fits i	n with your team	m. Com-
7 - EXCELLED BY ONLY A FEW IN SUITABILITY IS THIS INDIVIDUAL BETTER SUITED FOR WORK IN SOME ( EXPLAIN FULLY:					YES	IF YÉS,
~ **						- 1

(When Filled In)

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3	FITNESS REPORT (Part I) PERFORMANCE
FOR THE ADMINISTRATIV	
FOR THE SIPPRIVISOR T	E OFFICER: Consult current instructions for completing this report.
this evaluation to me	reputt is designed to help you express your auntimation of
atrengths and made	water your completion of the report can help you manner that you inform the subord
under conditions	at as also organization policy that was about Dank T a also of olscussion with him of h
any question. If this	lfied in Regulation 20-370. It is recommended that you read the entire form before excess is the initial report on the employee, it must be completed and forwarded that you read the entire form before completions of the entire form before completions of the entire form before completions.
SECTION A.	a is the initial report on the employee, it must be completed and forwarded to the Office and 30 days after the date indicated in item 8, of Section "A" below.
I. NAME (Last)	CALAL
	S. SEX 4. SERVICE DESIGNATION
OFFICE/DIVISION/ BRA	9 Hay 1929 M
DDP/WE/III	6. OFFICIAL POSITION TITLE
- GRADE B. DATE REP	ORT DUE IN OF A PERIOD CONTENTS
GS_11 5 July	FERTOD COVERED BY THE REPORT (Inclusive dates)
O. TYPE OF REPORT	
(Check one)	ANNUAL ARASSIGNMENT-SUPERVISOR . SPECIAL (Specify)
ECTION B.	MENARI CHIMEN A. SHAFTOASS
	CERTIFICATION
NOTE PERSONS OF	HAS NOT SEEN SHOWN TO THE INDIVIDUAL RATED. IF NOT SHOWN, EXPLAIN WH
CHECK (X) APPROPRIAT	Talent Palente
THE STREET	STATEMENTS:
PIOUAL,	IF INDIVIOUS IS RATED THE CI OR DICA WARNING LET-
THE REAL PROPERTY.	
AND PREVIOUS SUPERV	THE CHMOINED DPINEONS OF MYSELF
AND BEAUMEDOES SO Y	WITH THIS EMPLOYEE HIS STRENGTHS HAT HE REGULES HE STANDS.
THIS DATE	
19 June, 1957	C. TYPED BY PRINTED NAME AND SESNATURE OF SUPERVISOR D. SUPERVISOR'S OFFICIAL TITLE
FOR THE REVIEWING OF	C/W/III/Ous
FORMATION, WHICH WILL	LEAD TO A SETTER UNDERSTANDING OF THIS REPORT.
	A CONTRACTOR OF THE PARTY OF TH
•	DATE
	3,35
	(6) 0110
	Posted Pas. Control
	Reviewed by Pill
	News to the same of the same o
ertify that may subst	ADEIN difference on ATTACHED SHEET
THIS DATE	tarretence of Chinion with the aumeguines is not
1957	official R. N. DAHLGREE
TION C.	
RATING ON GENERAL PER	JOB PERFORMANCE EVALUATION
ECTIONS: Consider on	
duties during the ra	ILY the productivity and effectiveness with which the individual being rated has performed than productivity will be taken into account later in Section P.
	ting period. Compare him ONLY with others doing similar work at a similar level of respon- than productivity will be taken into account later in Section D.
1 DOES NOT S	FREAR DUTIES AND THE STATE OF T
CARRY OUT	BESCHALL OF THE PARTIES ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TOATHER
ATING V " A PINE PER	FORMANCE, CARRIER
ATING 6 PERFORMS H	FORMANCE: CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.
THE SUPERV	IS DUTIES IN SUCH AN DUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO ISOR.
ENTS:	
NO. US (Part 1) R	EPLACES PREVIOUS EDITIONS

### SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

Stress strengths and weaknesses demonstrated in current position. Indicate suggestions made to employee for improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential for development and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the best basis for determining future personnel actions.

Subject is a bright young officer who has made an outstanding contribution to the operations of the Station since his arrival on duty. He is unusually well motivated and energetic in his work. He has shown a high degree of imagination and intelligence in his direction of KUCAGE operations. He has handled his agents and other contacts in an exemplary fashion.

The only factor that has had to be discussed with Subject is his need for greater patience, tact and understanding in his dealings with fellow workers.

Subject has great potential which should not necessarily be limited to KUCAGE type activities. His abilities and attributes are of equal value to KUTUBE operations.

DEC 22 3 21 PH "SI

SECTION F	CERTIFICATION AND	COMMENTS				
1,	BY EMPLOYER					
10	ertify that I have seen Sections A, B	, C, D and E of this Report.				
DATE	SIGNATURE OF EMPLOYEE					
1 December 1959	. /5/ William	M. Kent				
2.	BY SUPERVISO					
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOW	n to employee, give explanation				
		i u v				
		*				
·	IF REPORT IS NOT BEING MADE AT TH	IS TIME, GIVE REASON.				
EMPLOYEE UNDER MY SUPERVISION LESS THAN SO DAYS REPORT MADE WITHIN LAST SO DAYS						
OTHER (Specify):						
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE				
1 December 1959	Chief of Station	/5/ Jacob D. Esterline				
3.	BY REVIEWING OFF	ICIAL				
	EMPLOYEE ABOUT THE SAME EVALUATION	DN.				
	EMPLOYEE A HIGHER EVALUATION.					
	EMPLOYEE A LOWER EVALUATION.					
I CANNOT JUDGE THESE EY	ALUATIONS. I AM NOT SUFFICIENTLY FA	MILIAR WITH THE EMPLOYEE'S PERFORMANCE.				
COMMENTS OF REVIEWING OFFICE	AL					
		1				
		•				
DATE	OFFICIAL TITLE OF REVIEWING OFFIC					
	OF FICE ALL STATE OF REVIEWING OFFICE	TYPED OR PRINTED NAME AND SIGNATURE				
17 Dec 59	C/WHD	AT Kan o				
	SECRET					

List up to six of the mest important specific duties performed during the rolling period. Insert rating number which best describes the manner in which employee performs EACM specific duty. Consider ONLY effectiveness in performance of find duty. All employees with supervisery responsibilities MUST be roted on their obliffy to supervise (indicate number of employees supervised).  1. Unsertisfactory 2. Borely adequate 3. Acceptable 4. Competent 5. Excellent 6. Superior 7. Outstanding apecific DUTY NO. 1  Case officer responsible for two NO. Specific DUTY NO. 4  Case officer responsible for two NO. Specific DUTY NO. 4  Specific DUTY NO. 2  Development and contact with two political action assets.  6  RATING NO. Specific DUTY NO. 5  Development of contacts in Dominican revolutionary circles.  6  RATING NO. Specific DUTY NO. 6  RATING NO. Specific DUTY N	•			65		125		100	<u>ل</u> ا، , ل				
FITNESS REPORT  SECTION A  CANAME (Lea) (Pira) (Middle) (A) ATE OF SIRTH (Middle) (S) SEX (S) ATE OF SIRTH (Middle) (S) SEX (Middle) (Midd	-	Shipper 18 shipper					City .	MA	JM)	1			
1. NAME (Last) (Pin) (Middle) 1. DATE OF BIRTH M 9 May 1929 M 9. SEX 4. GRADE KENT William M 9 May 1929 M 7. OFF. DATE OF BIRTH DIT AT BUT OF BIRTH DIT AT BUT OF SEX AT BUT OF BIRTH DIT AT BUT OF SEX AT BUT OF SE		FITNESS	REPOR	RT		- The Road	,-	EMP	O FE	SERI	AL NUM	BER	
NAME   (Last)	SECTION A			GEN	EDAL		-						
B. SERVICE DESIGNATION 4. OFFICIAL POSITION TITLE  DI  Area Operations Officer  DDP/WI/Venezuels  1. OFFICIAL POSITION TITLE  DOT ALGISLE  AREE STAFF STATUS  SOT ELIGISLE  NOT ELIGISLE  AREE STAFF STATUS  SOT ELIGISLE  DESCRIPTION  DESCRIP	I. NAME (Last)	(First)	(Middle)	GER		TE OF BIR	TH	9 85			4 674		
D. AFRICA DESIGNATION S. OFFICIAL POSITION TITLE D. AFRE OPERATORS OFFICE POSITION TO SECURITY OF A SIGNMENT DESIGNATION OF A SIGNMENT OF A SIGNMENT DESIGNATION OF A SIGNMENT OF	KEN T	William	M						•		1		
ATTING DEPENDENCE OF SPECIFIC DUTY NO. 2  APECIFIC DUTY NO. 2  PERCIFIC DUTY NO. 3  PERCIFIC DUTY NO. 2  PERCIFIC DUTY NO. 2  PERCIFIC DUTY NO. 3  PERCIFIC DUTY NO. 4  PERCIFIC DUTY NO. 5  PERCIFIC DUTY NO. 5  PERCIFIC DUTY NO. 6  PERCIFIC	B. SERVICE DESIGNATION	6. OFFICIAL POSITION	TITLE		1 /	143 172			F/DIV	/BB 0			u *
SECTION C  CAREER STAFF STATUS  MOY KLIDIBLE X  MANUAL REASSIGNMENT/SUPPRISON  SPECIAL (Specify)  SPECIFIC DUTY NO. 4  SPECIFIC DUTY NO. 5  SPECIFIC DUT	DI	Area Operati	ons Of:	ficer				1					
MATING   Development and contact with two political action assets.   MATING   MATI	E. CAR				9.		T				enez	TE TW	·
Development and contact with two political action assets.  Percipic duty no. 2  Percipic duty no. 3  Percipic duty no. 3  Percipic duty no. 5  Percipic duty no. 6  Percipic duty no. 7  Percipic duty no. 7  Percipic duty no. 8  Percipic duty no. 8  Percipic duty no. 9  Percipic duty no. 9  Percipic duty no. 9  Percipic duty no. 1  Percipic duty no. 2  Percipic duty no. 2  Percipic duty no. 3  Percipic duty no. 3  Percipic duty no. 3  Percipic duty no. 3  Percipic duty no. 6  Percipic duty no. 6  Percipic duty no. 6  Percipic duty no. 9  Percipic duty	NOT ELIGIBLE Y	MEMBER	DEFER	RED	l l	NITIAL					SOR		
28 February 1960    Jan 59 31 Dec 59     SECTION B			DENIED	)	1	NNUAL							
ESECTION B  EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES  List up to six of the most important specific duttes performed during the roting period. Insert roting number which best describes the monner in which employee performs EACH specific duttes performed during the roting period. Insert roting number which best describes the monner in which employee performs EACH specific dutte. Described the period of the dutter specific dutter performed during the roting period. Insert roting number which best describes the monner in which employee performs EACH specific dutter performed duting the roting period. Insert roting number which best describes the monner of employees appertues.  1 - Unsertisfactory  2 - Borely adequate  3 - Acceptable  4 - Competent  5 - Excellent  6 - Superior  7 - Outstanding  RATING  NO.  SPECIFIC DUTY NO. 1  Case of ficer responsible for two  KUCAGE media projects.  8 - Acceptable  RATING  8 - SPECIFIC DUTY NO. 2  Development and contact with two  political action assets.  6 - RATING  BOUND AND ACCEPTS RESPONSIBILITIES  RATING   10. DATE REPORT DUE IN		44 PERIO	D	SPEC	AL (Specify								
SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES  List up to six of the meet important specific duties performed during the rolling period. Insert tering number which best describes the member of which employee performs Each specific duty. Censider ONLY effectiveness in performance of that duty. All employees with approvisory responsibilities MUST be rored on their obility to supervise (indicate number of employees supervised).  1 - Unsertisfactory  2 - Sersiy adequate  3 - Acceptable  4 - Comptent  5 - Excellent  6 - Superior  7 - Outstanding  RATING  NO.  5 SPECIFIC DUTY NO.4  SPECIFIC DUTY NO.4  SPECIFIC DUTY NO.2  Development and contact with two  political action assets.  6 - SPECIFIC DUTY NO.9  Development of contacts in  Dominican revolutionary circles.  6 - SPECIFIC DUTY NO.9  Development of contacts in  Dominican revolutionary circles.  6 - SPECIFIC DUTY NO.9  SECTION C EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION  Cathe into escount everything should the employee which influences his effectiveness in his current positions, performance or specific interest which movindage of employee's end of the superior personal review of the performance or interest which has level of performances his effectiveness in his current positions, performance or specific every knowledge of employee's end of the superior personal review of the best corresponding to the interest which movindage of employee's end of the performance in the performance in many important respects falls to meet requirements.  1 - Performance in many important respects falls to meet requirements.  2 - Performance clients his level of performance in one or more important respects.  3 - Performance in every important respect is superior.  4 - Performance in every important respects is superior.  5 - Performance in every important respects is superior.  6 - Performance in every important respects is superior.  6 - Performance in every important respects is superior.  6 - Performance in every important respects is superior.  6 - Performa			9 31	Dec 59									
List up to six of the most important specific duttes performed during the rolling period. Insert rating number which best describes the momens in which employee performs & ACM specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisery responsibilities MUST be torted on their cellity to uppervise (indicate number of employees supervised).  1 Unastisfectory  2 Bereity edequate  3 Acceptable  ACSEC OFFICE DUTY NO. 1  Case officer responsible for two  KUCAGE media projects.  ARATING  KUCAGE media projects.  BATING  SPECIFIC DUTY NO. 2  Development and contact with two  political action assets.  ARATING  AND.  BATING  BATING  AND.  BATING  AND.  BATING  BATING  AND.  BATING  BATING  BATING  AND.  BATING	SECTION B		ON OF P	ERFORA	AANCI	OF SPE	CIFIC D	ITIES					
1- Unserisfectory 2- Berely adequate 3- Acceptable 4- Competent 5- Excellent 6- Superior 7- Outstanding apacific Duty No. 1 Case officer responsible for two KUCACE media projects.  RAYING NO. SPECIFIC DUTY NO. 4 Special KUCACE target of opportunity, campaigns (eg. national elections, 6  RAYING Development and contact with two political action assets.  RAYING SPECIFIC DUTY NO. 5  RAYING PROPERTY NO. 5  RAYING SPECIFIC DUTY NO. 6  RAYING PROPERTY NO. 8  RAYING SPECIFIC DUTY NO. 8  RAYING SPECIFIC DUTY NO. 8  RAYING SPECIFIC DUTY NO. 8  RAYING NO. 8  RAYING SPECIFIC DUTY NO. 8  RAYING NO. 8  RAYING SPECIFIC DUTY NO. 8  RAYING SPECIFIC DUTY NO. 8  RAYING SPECIFIC DUTY NO. 8  RAYING NO. 8  RAYING SPECIFIC DUTY NO. 8  RAYING SPECIFIC DUTY NO. 8  RAYING NO. 8  RAYING NO. 9  SPECIFIC DUTY NO. 8  RAYING NO. 9  SPECIFIC DUTY NO. 9  RAYING NO. 9  RAYING NO. 9  SPECIFIC DUTY NO. 9  RAYING NO. 9  R		important specific du	ties perfe	rmed durin	g the s	ating perio	d. Insert	rating nu				scrib	es the
RATING NO.  PRECIPIC DUTY NO. 1  Case officer responsible for two KUCAGE media projects.  PRECIPIC DUTY NO. 2  Development and contact with two political action assets.  RATING NO.  PRECIPIC DUTY NO. 3  PRECIPIC DUTY NO. 5  PRECIPIC DUTY NO. 5  PRECIPIC DUTY NO. 6  RATING NO.  PRECIPIC DUTY NO. 8  PRECIPIC DUTY NO. 8  PRECIPIC DUTY NO. 9  PRECIPIC DUTY NO. 9  PRATING NO.  PRATI			on their	obility to	superv	150 (indica	te number o	i employee	e aupe	rvieed)	).	•	
Case officer responsible for two KUCACE media projects.  Special KUCACE target of opportunity, campaigns (eg. national elections, student congresses, etc.).  Perceptic duty No. 2  Development and contact with two political action assets.  SPECIFIC DUTY NO. 5  BATING NO. 6  SPECIFIC DUTY NO. 6  RATING NO. 6  SPECIFIC DUTY NO. 8  RATING NO. 7  SPECIFIC DUTY NO. 8  R		2 - Borely adequate	3 - Ace	aptable	4 - Co	mpetent	5 - Excel	lent 6 -	Super	lor	7 - Ou	itston	iding
Campaigns (eg. national elections, student congresses, etc.).  SPECIFIC DUTY NO. 2  Development and contact with two political action assets.  BECTION C EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION  Fake into account everything about the employee which influences his effectiveness in his current position; performance of specific belies, preductivity, conduct on job, cooperativeness, partinent personal traits or habits, particular limitations or taionts. Based on new knowledge of employee's overell performance during the rating period, place the rating number in the bax corresponding to the intement which most accurately reflects his level of performance.  1. Performance in many important respects fells to meet requirements. 2. Performance in many important respects fells to meet requirements. 3. Performance in every important respects fells to meet requirements. 4. Performance in every important respects is superies. 5. Performance in every important respects is superies. 6. Performance in every respect to outstanding. 6. Performance in every respect to outstanding. 7. Performance in every respect to outstanding. 8. Performance in every respect to outstanding. 8. Performance in every respect to outstanding. 9. Performance in every respect to outstan		45.5		RATING									
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DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS

DOES HIS JOB WITHOUT STRONG SUPPORT
FACILITATES SMOOTH OPERATION OF HIS OFFICE

WRITES EFFECTIVELY SECURITY CONSCIOUS THINKS CLEARLY

OTHER (Specify):

1	(When Filled In)
	SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE
ı	Sites strengths and weeknesses demonstrated in average and sites
I	work. Give recommendations for his training. Describe, if appropriate, his potential for development and for assuming greater responsibilities. Amplify or explain, if appropriate, his potential for development and for assuming greater re-
I	sponsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the best basis for determining

and weoknesses asmonant. Describe, if appropriate, mis pure. The mendations for his training. Describe, if appropriate, mis pure. Manuflity or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the best positions.

AR 2.

This employee is an outstanding, talented and dedicated individual propriate and dedicated individual propriate. Them. The has been who is original in his ideas and thorough in executing them. The has been placed in most difficult positions, particularly in the handling of incompatible people and groups which he has managed without alienating either side and on various occasions accomplishing the impossible by satisfying everyone concerned. His versatility, coupled with his language ability, makes him particularly important at this time; however, I believe that his potential has not been scratched. He is circumspective, intelligent conscious and possesses administrative ability.

SEC	TION F	CERTIFICATION AND C	COMMENTS
<b>N</b>		BY EMPLOYEE	
	10	ertify that I have seen Sections A, B,	C, D and E of this Report.
DAT	Œ.	SIGNATURE OF EMPLOYEE	
2.		BY SUPERVISOR	t .
MON	THS EMPLOYEE HAS BEEN ER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN	TO EMPLOYEE, GIVE EXPLANATION
	3	He was not available a	4 49
		IF REPORT IS NOT BEING MADE AT THE	T THE TIME.
	EMPLOYEE UNDER MY SUPER	VISION LESS THAN 90 DAYS	REPORT MADE WITHIN LAST 90 DAYS
	OTHER (Specify):		
DATE		OFFICIAL TITLE OF SUPERVISOR	THED OF PRINTED NAME AND SIGNATURE
		COB, JMASH	Reymond J. O Mara
3.		BY REVIEWING OFFI	
		MPLOYEE ABOUT THE SAME EVALUATION	No.
		MPLOYEE A HIGHER EVALUATION.	
		MPLOYEE A LOWER EVALUATION.	
	I CANNOT JUDGE THESE EVA	LUATIONS. I AM NOT SUFFICIENTLY FAI	MILIAR WITH THE EMPLOYEE'S PERFORMANCE.
COMN	ENTS OF REVIEWING OFFICE	AL	
,	The reviewing of	ficial would have rated him r, although this does not me	his work for several years and with tremendous career potential. slightly lower than the rating ean to imply at all that the fitness
DATE		OFFICIAL TITLE OF REVIEWING OFFICE C/WE/4	Jacob D. Esterline

**SECRET** 

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Stress strengths and weaknesses demonstrated in current position. Indicate strengths and weaknesses demonstrated in current position. Indicate strengths made to employee for improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential for development and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the best basis for determining future personnel actions.

Mr. Kent's greatest strengths are a good, inalytical mind, skillful handling of agent personnel, fluency in languages, intimate background knowledge of targets and assets, strong loyalty up and down, good sense of humor. He has the ambition to go on to jobs calling for greater responsibility, and he has amply demonstrated his readiness to move on to such jobs.

On occasion he may forget that good staff work includes not only defining problems but recommending sound solutions as well. This is only a transitory weakness that will be corrected by more experience and training.

The undersigned would be happy to have Mr. Kent as a colleague during any future assignment.

SECTION F	CERTIFICATION A	ND COW	ENTS						
1.	BY EMPLO		IEN 13						
I cer	tify that I have seen Sections /		and End this December						
DATE	SIGNATURE OF EMPLOYED A								
PATE August 1961	Hugust 1961 William M. Ken								
2.	BY SUPER	VISOR							
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN S	HOWN TO E	EMPLOYEE, GIVE EXPLANATION						
•	Mr. Kent departed	TMMATT	E prior to the preparation						
10	of this report.	OTHERT	biron on one brebaration						
	IF REPORT IS NOT BEING MADE AT	THIS TIME	E. GIVE REASON.						
EMPLOYEE UNDER MY SUPERY	ISION LESS THAN 80 DAYS	, , , , , ,	REPORT MADE WITHIN LAST 90 DAYS						
OTHER (Specify):									
DATE	OFFICIAL TITLE OF SUPERVISOR		TYPED OR PRINTED NAME AND SIGNATURE						
			A CONTRACTOR						
	Chief of Base, J	MWAVE	Robert Reynolds						
3.	BY REVIEWING		Troper o Healtords						
I WOULD HAVE GIVEN THIS EM	PLOYEE ABOUT THE SAME EVALU	ATION							
I WOULD HAVE GIVEN THIS EM	PLOYEE A HIGHER EVALUATION.	A 1 10/4.							
	PLOYEE A LOWER EVALUATION.								
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DATE	OFFICIAL TITLE OF REVIEWING O	FFICIAL	TYPED ON PRINTED NAME AND SIGNATURE						
2 AUG 1961			RX (1)						
	Chief, WH/4		R. K. DAVIS						

SECRET X 26. CAN THINK ON HIS FEET. 27. COMES UP WITH SOLUTIONS TO X PROBLEMS. 28. \$TIMULATING TO ASSOCIATES: A "SPARK PLUG". X 28. TOUGH MINDED. X 30. OBSERVANT. X 31. CAPABLE. X 32. CLEAR THINKING. X 35. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS. I 34. EVALUATES BELF REALISTICALLY. 38. WELL INFORMED ABOUT CURRENT EVENTS. X 36. DELIBERATE. X 37. EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES. 38. IMPLEMENTS DECISIONS REGARD. LESS OF OWN FEELINGS. 39. THOUGHTFUL OF OTHERS. I 40. WORKS WELL UNDER PRESSURE. I 41 DISPLAYS JUDGEMENT. 42. GIVES CREDIT WHERE CREDIT IS DUE. 43. HAS DRIVE. I 44. IS SECURITY CONSCIOUS. X 45. VERSATILE. X 46. HIS CRITICISM IS CONSTRUCTIVE. I 47. ABLE TO INFLUENCE OTHERS. X 48. FACILITATES SMOOTH OPERATION OF HIS OFFICE. 48. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION. SO. A GOOD SUPERVISOR. SECTION V

A. WHAT ARE HES OUTSTANDING STRENGTHST

has initiative, originality, and "drive" to a high degree. These qualities, combined with the definite aptitude he has for KUCAGE-type work, have done much to pull the KUCAGE program at this Station out of the planning stage and to producing positive results.

B. WHAT ARE HIS OUTSTANDING WEAKNESSES?

None outstanding.

(When Filled In) SECTION IV

This section is provided to Densid in describing the individual. Your description in individual or unfavorable in itself to Nedgulies its meaning in relation to a particular job or assignment. The description in particular policy interpreted literally. On the left hand side of the pass below are a series of statements that a pay in some degree to most people. On the right hand side of the pass below are a series of descriptions. We passed within each category is divided into the small slocket this is to allow you to make finer distinctions if you be the interest and the statement on the left - then check the category on the right which best tells how much the statement and lies to the person you are rating. Placing an "X" in the "Not Observed" column means you have no opinion on whather a phrase applies to an individual. Placing an "X" in the "Does Not Apply" column means that you have the definite opinion that the description is not at all suited to the individual. STATEMENTS CATEGORIES APPLIES TO A APPLIES TO A APPLIES TO AN NOT DOES APPLIES TO AN 08. NOT LIMITED REASONABLE ABOVE AVERAGE **OUTSTANDING** APPLY SERVED DEGREE DEGREE DEGREE DEGREE A. ABLE TO SEE ANOTHER'S POINT OF VIFW. B. PRACTICAL. 1. A GOOD REPORTER OF EVENTS. 2. CAN MAKE DECISIONS ON HIS OWN X WHEN NEED ARISES. S. CAUTIOUS IN ACTION. I 4. HAS INITIATIVE. X 5. UNEMOTIONAL. 8. ANALYTIC IN HIS THINKING. I 7. CONSTANTLY STRIVING FOR NEW X KNOWLEDGE AND IDEAS. 8. GETS ALONG WITH PEOPLE AT ALL x SOCIAL LEVELS. 9. HAS SENSE OF HUMOR. ID. KNOWS WHEN TO SEEK ASSISTANCE. I I 12. CAN GET ALONG WITH PEGPLE. 13. MEMORY FOR FACTS. X 14. GETS THINGS DONE. X IS. KEEPS ORIENTED TOWARD LONG I TERM GOALS. 18. CAN COPE WITH EMERGENCIES. X 17. HAS HIGH STANDARDS OF I ACCOMPLISHMENT. IN. HAS STAMINAL CAN KEEP GOING I A LONG TIME. 19. HAS WIDE RANGE OF INFORMATION. I 20. SHOWS ORIGINALITY. X 21. ACCEPTS RESPONSIBILITIES. X 22. ADMITS HIS ERRORS. X 23. RESPONDS WELL TO SUPERVISION. X 24. EVEN DISPOSITION. X

25. ABLE TO DO HIS JOB WITHOUT STRONG SUPPORT.

#### FIELD FITHESS REPORT

The Fitness Report is on important factor in organization personnel management. It seeks to provide:

1. The organization selection board with information of value when considering the application of an

- individual for membership in the career staff; and
  2. A periodic record of job performance as an aid to the effective utilization of personnel.

#### INSTRUCTIONS

TO THE FIELD ADMINISTRATIVE OR PERSONNEL OFFICER: Conthe initiation and transmittal of this report to head-

TO THE FIELD SUPERVISOR: Read the entire form before attempting to complete any item. As the supervisor who seeigns, directs and reviews the work of the individual, you have primary responsibility for evaluating his atrengths, weaknesses, and on-the-job effectiveness as

revealed by his day-to-day activities. If this individ-ual has been under your supervision for less than 30 days, you will collaborate, if practicable, with his previous supervisors to make sure the report is accurate and complete. Primary responsibility rests with the current supervisor. It is assumed that, throughout the period this individual has been under your supervision, you have discharged your supervisory responsibilities by frequent discussions of his work, so that in a gen-eral way he knows where he stends. oral way he knows where he stands.

IT IS OPTIONAL WHETHER OR NOT THIS FITNESS REPORT IS	SHOWN TO THE PERSON BEING RATED
Kent William M. SECTION I	
LEAVE BLANK - FOR HEADQUARTERS USE DNLY 1. DA	ATE OF BIRTH 2. SEX S. SERVICE DESIGNATION
4. GRADE 5. STATION DESIGNATION (CUITALE)	
GS-9 Panama	
8. DUE DATE OF THIS REPORT 7. PERIOD COVERED BY THIS REPO	
31 December 1955 1 December 1954 - 31	
SECTION II (To be completed by fit	eld aupervisor) are assumed responsibility for Position
· · · · · · · · · · · · · · · · · · ·	2 January 1952
Operations Office - KUTUBE (Staff Agent) s, state the specific assishments on Yasks which are typical of those	RE GIVEN TO THE EMPLOYEE DURING THE PAST THREE
TO SIX MONTHS (List in order of frequency)	
l. Acting Chief of KUCAGE operations since mid C three months before that time, personally pla KUCAGE campaign against the local CP-controll	anned and directed a very active led labor organization.
<ol> <li>Case Officer trainee on direct contact with of penetrations.</li> </ol>	
<ol> <li>Limison with indigenous persons and with CDYC his duties.</li> </ol>	OKE officials as needed to carry out
4. Travel control and surveillance duties as dir	rected.
	POSTED CIL
SECTION III (To be completed at her	edquerters only's
DO NOT COMPLETE - FOR HEADQ	QUARTERS USE ONLY
AUTHENTICATION OF REPORT AND	
The many of market (1995)	F REVIEWING OFFICIAL IN FIELD (True)
ANDERSON EDWARD L Jen	NKINS, JUHN M
3. THIS REPORT WAS WAS NOT SHOWN TO THE INDIVIDUAL BEIJ	
4. DATE REPORT AOTHEN- TICATED AT HOS.  S: NAME AND SIGNATURE OF ADMINISTRATIVE OF AUTHENTICATE FITNESS REPORTED TO AUTHENTICATE FIT	UN FERSONNEL OFFICER AT HEADQUARTERS PORT AND SIGNATURES
	QUARTERS USE ONLY

INDICATE THE APPROXIMATE NUMBER OF MONTHS THE RATED EMPLOYEE HAS BEEN UNDER YOUR SUPERVISION

OFFICE OF PERSONNE 4. COMMENTS CONCERNING POTENTIAL A combination of youth, experience, drive and a fertile mind, among other att A combination of youth, experience, universal and the fact that he enjoy would appear to indicate a bright future for Subject. The fact that he enjoy has the qualifications for both FI and PP type work is another calculations. his favor, as is his facility for languages.

MAIL ROOM

#### SECTION H.

#### FUTURE PLANS

TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL Subject has just completed Intelligence Orientation and World Communism course He is currently taking the Anti-Communist Cos course and hores to get training covert political warfare and covert economic warfare, prior to reassignment. expected that Subject will be reassigned to the field (in an FI or PP capacity unon completion of the present tour at Headquarters.

2. NOTE OTHER FACTORS, INCLUDING PERSONAL CIRCUMSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIVIDUAL'S FUTURE Subject is personable as well as versatile and should be able to adapt to virt any job to which he might be assigned. He would probably be most valuable in WH or We capacity due to strong language and area knowledge qualifications. of versatility and drive, he would be a good candidate for assignment as chief small station or base requiring multiple talents.

#### SECTION 1.

#### DESCRIPTION OF INDIVIDUAL

DIRECTIONS: This section is provided as an eid to describing the individual as you see him on the job. the words literally. On the page below are a series of statements that apply in some degree to most the left of each statement is a box under the heading "category." Read each statement and insert in testegory number which best tells how much the statement applies to the person covered by this report.

X - HAVE NOT DESERVED THIS: HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLY INDIVIDUAL

1 - APPLIES TO THE INDIVIQUAL TO THE LEAST POSSIBLE DEGREE
2 - APPLIES TO INDIVIDUAL TO A LIMITED DEGREE
3 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE
4 - APPLIES TO INDIVIDUAL TO AN ABOVE AVERAGE DEGREE
5 - APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE CATEGORY NUMBER

			AN OUTSTANDING DEGREE		
CATEGORY	STATEMENT	CATEGORY	STATEMENT	CATEGORY	STATEMENT
3	1. ASLE TO SEE ANOTHER'S POINT OF VIEW	4	TT. HAS HIGH STANDARDS OF . ACCOMPLISHMENT	4	21. IS EFFECTIVE IN SIONS WITH ASSO
4	2. CAN MAKE DECISIONS ON HIS OWN WHEN REED ARISES	5	12. SHOWS ORIGINALITY	4	22. IMPLEMENTS DECI
5	3. RAS INITIATIVE	4	13. ACCEPTS RESPONSIBLES. TIES	3	28. IS THOUGHTFUL O
3	4. IS AMELYTIC IN NES THINK.	3	14- ADMITS HIE CRHOKS	x	24. WORKS WELL UNDER
4	S. STRIVER CONSTANTLY FOR MER SHOWLEDGE AND 1 DEAS	4	15. RESPONDS WELL TO SUMER- VISION	4	25. DISPLAYS JUDGEME
4	5. RNOWS WHEN TO SEEK ASSISTANCE	4	16. DOES HIS JON WITHOUT STRONG SUPPORT		26. IS SECURITY CONS
3	7. CAN GET ALONG WITH PROPLE	4	17. COMES UP WITH SOLUTIONS TO PROBLEMS		27- 15 VERSATILE
4	8. HAS MEMORY FOR FACTS	4	Tå. IS OBSERVANT	4	28. HIS CRITICISM ES STRUCTIVE
4	9. GETS THINGS DONE	4	19. THINES CLEARLY	· · · · · · · · · · · · · · · · · · ·	29. FACILITATES SMOO TION OF HIS OFFI
X	10. CAN COPY WITH EMERGENCIES	4	20 - COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS		30- DOES NOT REQUIRE AND CONTINUOUS S SION

SECRET

### FITNESS REPORT (Part II) POTENTIAL

#### INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.

FOR THE SUPERVISOR: This report is a privileged communication to your supervisor, and to appropriate career manage-

						s NOT to be shown to the question. This report is
to be comp	leted only	after the employee has	been under yo	ur supervision FOR A	T LEAST 90 DA	YS. If less than 90 days,
noid and c	omplete aft and forward	er the 90 days has claps ed to the OP no later t	ed, II this han 30 days of	is the INITIAL REPOR	(T on the emplicated in ite	oyee, however, it MUST be m 8 of Section "E" below.
SECTION E				ERAL		
1. NAME	(Lost)	(First)	(Middle)	2. DATE OF BIRTH	3. SEX	4. SERVICE DESIGNATION
	KENT	William	M.	9 May 1929	M	DI
5. OFFICE/		ANCH OF ASSIGNMENT	FNa	6. OFFICIAL POSITIO		74
	H/Branch			Area Ops Off	icer	
7. GRADE		PORT DUE IN OF	9. PERIOD C	OVERED BY THIS REPOR		dates)
68-11	18 J	munry 1957	2 Jul	y 1956 - 27 Dec	ember 1956	
10. TYPE O		INSTIAL		MENT-SUPERVISOR		L (Specify)
(Check		X ARNUAL	REASSIGN	MENT-EMPLOYEE		
SECTION F			CERTIF	ICATION		
1. FOR THE	RATER: I	CERTIFY THAT THIS REPOR	T REPRESENTS	MY BEST JUDGEMENT OF	THE INDIVIDU	AL BEING RATED
A. THES DA	TE	TYPED OR PRINTED		ATTURE OF SUPERVISOR	C. SUPERVISOR	'S OFFICIAL TITLE
16	Man: 451	7 72-4- 9 977 4	Peren		Area On	a Officer
	REVIEWING S	PERCIAL I HAVE REVIE	WED THIS REPO	AT AN NOTED ANY DIS	FERENCE OF OF	INION IN ATTACHED MEMO.
A. THIS DA	ITE .	B. TYPED OR THE	NAME AND SIGN	CO REVIEWING	1 4 4	ITLE OF REVIEWING OFFICIAL
167	en 57	1.00	BEALT		C/WI/III	
SECTION	1			F POTENTIAL		
		E GREATER RESPONSIBILIT				
DIRECTIONS responsible	S: Consideri ilities. Th	ng others of his grade ink in terms of the	and type of a kind of respo	essignment, rate the onsibility encounter	employee's po	stential to assume greater lous levels in his kind of
work.			,			
		Y ABOVE THE LEVEL AT WH ACHED THE HIGHEST LEVEL				CTEO
5		PROGRESS, BUT NEEDS MO			TO ASSUME GRE	ATER RESPONSIBILITIES
		FOR TRAINING IN ASSUMING ROBABLY ADJUST QUICKLY			UT FURTHER TRA	AINING
RATING	6 - ALREAD	Y ASSUMING MORE RESPONS	IRILITIES THE	IN EXPECTED AT HIS PI	RESENT LEVEL	ARLY ASSUMPTION OF HIGHER
NUMBER		RESPONSIBILITIES	ONE OF THE P	. EM MNO SHOULD BE COL	43/DEREO FOR C	CANELY ASSUMPTION OF PIONER
2. SUPERVI	SORY POTENT	IAL	**************************************			
DIRECTION	S: Answer	this question: ilst th	is person th	e ability to be a s	upervisor? [	Yes No Li your
enswer is	YES, indicat	e below your opinion or	guess of the	e level of supervisor	ry sbility thi	is person will reach AFTER
to express	sing your op	inion in the appropriat	e column. If	your rating is base:	d on observing	below which comes closest thim supervise, note your
rating in	the "actual	" column. If based on	opinion of hi	s potential, note the	he rating in t	the "potential" column.
DESCRIPT	TIVE O HA	VE NO OPINION ON HIS SU	PERVISORY POT	ENTIAL IN THIS SITU	ATION	
RATIN	2 - BE	LIEVE INDIVIDUAL WOULD	BE AN AVERAGE	SUPERVISOR IN THIS	KIND OF SITUA	Tion
NUMBE	3 - 9E	LIEVE INDIVIDUAL WOULD	BE A STRONG S	UPERVISOR IN THIS S	ITUATION	
ACTUAL	POTENTIAL			DESCRIPTIVE SITUATI		
1	3					ciana or professional ape- s is facquent (First line
		supervisor)		<del> </del>		
	2	A GROUP OF SUPERVISORS	WHO DIRECT 1	HE BASIC JOS (Second	d line aupervi	sors)
	<del> </del>					
	2	A GROUP, WHO MAY OR MA AND POLICY (Executive		RVISORS, WHICH IS RE	SPONSIBLE FOR	MOITATINABRO , EMAJE ROLAM
						· , · 2 3*
	2.	WHEN CONTACT WITH IMME	OLATE SEBURDI	NATES IS NOT PREDUEN	4 T	
						the off
	2	WHEN IMMEDIATE SUBORDE	NATES! ACTIVE	TIES ARE DIVERSE AND	HEEF MARETUL	- goods i Barion -
				44.77		
	2	WHEN IMMEDIATE SUBORDS	NATES INCLUDE	MEMBERS OF THE OPPO	DSITE SEX	1. 2. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1.
	+					
•		OTHER (Specify)			1 to 1	

	(When F	illed In)		
2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES				
DIRECTIONS:  n. State in the spaces below up to six of the median place the most important first. Do not include the place the most important first. Do not include the performance on each specific duty consists. For supervisors, ability to supervise will a who supervise a secretary only).  d. Compare in your mind, when possible, the similar level of responsibility.  e. Two individuals with the same job title of duties.	dering O lways be	The unimportant duties.  NLY effectiveness in perfor rated as a specific duty of ual being rated with other	mance of this specific of not rate as superviso.	duty. rs those uty st a
			It so, rate them on di	ifferent
f. Be specific. Examples of the kind of duties  ORAL BRIEFING  GIVING LECTURES  CONDUCTING SEMINARS  WRITING TECHNICAL REPORTS  CONDUCTING EXTERNAL LIAISON  TYPING  TAKING DICTATION  SUPERVISING  g. For some jobs, duties may be broken down ever  and phone operation, in the case of a radio of	HAS AND DEVELOP ANALYZE MANAGES OPERATE COORDIN WRITES PREPARE	USS AREA KNOWLEDGE S NEW PROGRAMS S INDUSTRIAL REPORTS PILES S RADIO ATES WITH OTHER OFFICES REGULATIONS S CORRESPONDENCE	CONDUCTS INTERROGATIONS PREPARES SUMMARIES TRANSLATES GERMAN DEBRIEFING SOURCES KEEPS BOOKS DRIVES TRUCK MAINTAINS AIR CONDITION EVALUATES SIGNIFICANCE t advisable, e.g., combit	ING
1 - INCOMPETENT IN THE PERFORMANCE 2 - BARELY ADEQUATE IN THE PERFORM DUTY RATING 3 - PERFORMS THIS DUTY ACCEPTABLY NUMBER 4 - PERFORMS THIS DUTY IN A COMPETE 5 - PERFORMS THIS DUTY IN SUCH A THAT HE IS A DISTINCT ASSET ON	ANCE OF ENT MANN FINE M. HIS JOB	THIS FOUND IN VERY LAR JOBS 7 - EXCELS ANYON ER THIS DUTY	DUTY IN AN OUTSTANDING FEW INDIVIDUALS HOLDIN E I KNOW (N THE PERFORM	G SIMI-
	RATING	1	p.o.	RATING
Provides support and guidance to field on PP matters.	-	Has and uses knowled	heis some for eg	NUMBER
SPECIFIC DUTY No. 2	7	language.		6
Coordinates with other Headquarters components on matters relating to PP.	RATING NUMBER		ates new ideas for	RATING NUMBER
SPECIFIC DUTY NO. 3		SPECIFIC DUTY NO. 8	respondenced cares	RATING
Prepares periodic progress and status reports and originates dispatches to	NUMBER 4			NUMBER
3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMA		The same of the sa	The second contract of the second sec	
DIRECTIONS: Stress strengths and weaknesses, part Subject's initiative and imagination, knowledge, have made him particularly case officer for the complex and ever usual support functions as a Headquart ideas which have been incorporated int significant shortcomings in subject, of this may be attributed to his drive	combin valuab expand ers ca to the	ed with Spanish language in his present caping PP program in Culuse officer, he has officer to the language at lattle too impulsive	ange facility and coacity as Headquar cas. In addition to riginated a number rater has observed to at times themselves.	ters o the of no
				- 1
SECTION D				
		IT JOB IN ORGANIZATION		
PRICTIONS: Take into account here everything y pertinent personal characteristics or habits, spec pare him with others doing similar work of about to the specific the should be considered as the sho	he same E SEPARA HAVE AC W.AVERAG PLE ! KN ING STRE	CER OF ERICHTS, and how h level. TED CEPTED HIM IF I HAD KNOWN WI E BUT WITH NO WEAKNESSES SUI OW IN THE ORGANIZATION NGTHS REGULEPEMENTS OF THE ORGANIZATION	e fits in with your team	n. Com-
IS THIS INDIVIDUAL BETTER SLITED FOR WORK IN SOME (			YES 2 NO. 1	F YES.
He is however, equally suite	d for	work of an FI nature	* 15° 15° 1	r 485.
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(When Filled In)

		FITNESS RE	PORT (P	art I) PERF	'ORMA'	NCE	
				UCTIONS			
		FICER: Consult curr					
nate where strengths under cond	he atands wit and weaknesses, itions specifie on. If this is	h you. Completion	r officials, of the reportation polic 370. It is	Organization port can help you y that you show Precommended that	prepare Part I of t you read	ires that for a di his report the entir	ordinate and to transmit you inform the subordi- scussion with him of his t to the employee except e form before completing trwarded to the Office of
SECTION A.				ERAL			
1. NAME	(Last)	(First)	(Middle)	2. DATE OF BIRT	н	3. SEX	4. SERVICE DESIGNATION
	KENT	William	M.	9 May 192	9	M	DI
5. OFFICE/	DIVISION/BRANCH	OF ASSIGNMENT		6. OFFICIAL POS	TION TIT		
	E/Branch II			Area Opa	Officer	•	
	8. DATE REPORT			OVERED BY THIS R			Ates)
10. TYPE 01	18 Janua			7 1956 - 27 D	<b>ecember</b>	1956	
(Check		ANNUAL ANNUAL		MENT-SUPERVISOR		SPECIAL	(Specify)
SECTION B.		X AMBAL		MENT-EMPLOYEE			
		FORT HAS		SHOWN TO THE IN	DIVIDUAL I	PATED	E NOT SHOWN, EXPLAIN-WHY
			•	PARTY TO LANCE, MA		, , , , , , , , , , , , , , , , , , ,	THOU SHOWN, BAPLAIN WHY
A. CHECK FX	TAPPROPRIATE	STATEMENTS: V.	1 4 4 6 5 T		1,10		
TH'LS RE	PORT REPLECTS		THIR INDI-	I de maine	40 44 44	na Kana	CI OR D. A WARNING LET.
ST PIOVAL.	+ +	- (	٠.	. TEN WAS SEN	T TO H : W :	BA COPY A	TTACHED .TO . THIS THEPORTY
AND'-PRE	EPOPT REFLECTS TO IV	THE COMBINED OF INFOR	S.O. MARFE	TO CANHOT CE	H 15, JOB P	T THE WAT ERFORMANC	ED INSTITUTAL RHOWS HOW E SECAUSE (Specify)
ANG BEA	KHESSES SO THAT		STANDS.				
B. THIS DAT	Œ C.	TYPED, OR PRINTED N	HE AND SIGN	ATURE OF SUPERITS	508 D. SUF	ERVISOR	OFFICIAL TITLE
16 Januar	y 1957	James B. NOLA	ID Jame	- B. Nolan	J AT	ев Оря	Officer
FORMATIO	ME WHICH WILL !	EAD TO A BETTEP UND	RSTANTIAL DI ERSTANDING DI	FFERENCE OF OPIN F.This Report,	HIN WITH	THE SUPER	IVISOR, OR ANY OTHER IN-
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		manufacture ( manufacture ) and a first of the same constitution of	עפ	DATE			£
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	\$	Reviewed by T.D.	10m	1-10-5			
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SECTION/C.	*		B PERFORMAN	CE EVALUATION			
		RMANCE OF DUTIES			W-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1		
		Y the productivity ng period. Compare han productivity wi					ing rated has performed imilar level of respon-
5	2 - BARELY ADEQ CARRY OUT R		ALTHOUGH HE	HAS HAD SPECIF			NING, ME OFTEN FAILS TO
INSERT	• • PERFORMS DU 5 • A FINE PERF	ST OF HIS DUTIES ACC TIES IN A COMPETENT OHMANCE: CARRIES OU	. EFFECTIVE ME MANY OF HIS	ANNER.	S	A	
NUMBER	6 • PERFORMS HI THE SUPERVI	S DUTIES IN SUCH AN	OUTSTANDING	MARNER THAT HE I	S EQUALLE	D BY FEW	OTHER PERSONS KNOWN TO
COMMENTS:							
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(When Filled In)

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*	-	FITN	ESS REPOR		POTENT	IAL		
FOR THE	ADMINISTRA	TIVE OFFICER. C	11	NSTRUCTIONS				
ment and	SUPERVISOR: d personnel	TIVE OFFICER: Cons This report is a officials concern is recommended th	privileged commu	nication to you	r supervisor,	and to app		
hold and	complete and forward	is recommended the y after the employ after the 90 days had arded to the OP no	ec has been unde	r your supervis	ion FOR AT IF	AST ON TANK	nestion. Th	is report
1. NAME	(Les			GENERAL				
	KENT	(2000)	( " " " " " " " " " " " " " " " " " " "			3. 3EX	4. SERVICE	DESIGNAT
5. OFFICE		BRANCH OF ASSIGNMEN		9 May	1929	H	DI	
	DDP/WE		* 1		L POSITION TI			
7. GRADE		REPORT DUE IN OP	9. PERI	OD COVERED BY TH	Ops Office	-		
08-11	5 3	uly 1957		ec 56 - 17		nclusive da	tes)	
10. TYPE	OF REPORT	INITIAL	I seas	I GHMENT - SUPERVI	5/	T .		
	ck one)	ANNUAL		I GHMERT-EMPLOYE		SPECIAL	(Specify)	
SECTION			CEA	T:FICATION				
A. THIS D	E RATER:	CERTIFY THAT THIS	REPORT REPRESEN	TS MY BEST JUDG	SEMENT OF THE	INDIVIDUAL	BEING RATED	
		B. THED OR PR	INTED NAME AND	I GNATUNE OF SUP	ERVISOR C. SE	PERVISOR'S	OFFICIAL TI	TLE
2. FOR TH	E REVIEWING		TO US HUMAN	-	- 1		T I Control	
A. THES D	ATE		REVIEWED THIS R	EPORT AND NOTED	ANY DIFFEREN	CE OF		ED MEMO.
	male 45	OFFICIAL L	ON SHE OFFI	SUNATURE OF REV	IEWING C. OF	FICIAL TITL	E OF REVIEWIN	G OFFICE
SECTION				E OF PUTENTIAL				
1. POTENT	IAL TO ASSU	ME GREATER RESPONS	IRILITIES.			***************************************		
S RATING NUMBER	1 - ALREA 2 - HAS R 3 - MAKIN 4 - READY 5 - WILL 6 - ALREA	ing others of his hink in terms of hink in terms of DY ABOVE THE LEVEL EACHED THE HIGHEST G PROGRESS, BUT NEI FOR TRAINING IN APPROBABLY ADJUST OU DY ASSUMING MORE RICEPTIONAL PERSON RESPONSIBILITIES	AT WHICH SATISF LEVEL AT WHICH EDS MORE TIME BE SSUMING GREATER ICKLY TO MORE RE	ACTORY PERFORMA SATISFACTORY PE FORE HE CAN BE RESPONSIBILITIE SPONSIBLE DUTIE	NCE CAN BE EX RFORMATICE CAN TRAINED TO AS S S WITHOUT FUR	PECTED  BE EXPECTE SUME GREATE THER TRAINS	i levels in b R Responsibl	LITIES
DIRECTIONS Onswer is SUITABLE 1	TRAINING.	this question: He below your opining the control of	ion by placing th	ne number of the	ervisory abil descrintive	ity this p		
DESCRIPT RATINI NUMBER	IVE 0 - HA	LIEVE INDIVIDUAL W	IS SUPERVISORY POULD BE A WEAK S	OTENTIAL IN THE	5 SITUATION IS KIND OF SI	TUATION	potential"	column.
ACTUAL '	POTENTIAL	LIEVE INDIVIDUAL W	OULD BE A STRONG	SUPERVISOR IN	THIS SITUATIO	· PIIUAIION		
	2	anberntsot) craftsta of Astio	ne kiuda) angke gesic ios (tr	DESCRIPTIVE : ack drivers, at contact with is	Marie Company of the	techniciana Rollares (s	or professi	onal apa-
	2	A GROUP OF SUPERV	SORS WHO DIRECT	THE #451C JOB (	Second line	supervisors	)	
	2	A GROUP, WHO MAY O AND POLICY (Execut	A MAY NOT BE SUE	ERVISORS, WHICH	IS RESPONSIBL	DATI	. 1	AM I'ZAT LON
	2	MHEN CONTACT WITH	IMMEDIATE SUBO	THATES IS NOT P	REQUEN BY	31		
	2	WHEN IMMEDIATE SUR	DADINATES - ACTIV	osted Pos. Chris	of the desired	AREFUL COOL	ROINATIO	
-	2	WHEN INMEDIATE SUB	ONDINATES INCLUS	E WEMBERS IN PRIS	DARPOSTTE SE	1		
		OTHER (Specify)	<u> </u>	And the second s				

3. INDICATE THE APPROXIMATE NUMBER OF MONTHS THE RATED EMPLOYEE HAS BEEN UNDER TOUR SUPERVISION 12400 8 32 MILES

4. COMMENTS CONCERNING POTENTIAL

BECTION I.

Based on youth, desire and contribution to date, subject would appear to have a bright future with the organization. His language and area knewledge make him particularly valuable in WE area, although he is also fluent in Italian, knows that a well and as indicated previously has attributes which should make him a valuable istelligence efficer in most any area, whether in FI or FP capacity. It is rater's SECTION H. State talents can be willied now almanage energy in 30 Siels.

1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

Subject has undergone considerable training during past year, taking such courses As World Communism, Anti-Communist Ope, Paychological and Mosmonic Warfare, He plans take several additional courses including CB prior to reassignment to field during opnix coming year; hopes to transfer to MI Division eventually.

. MOTE OTHER FACTORS, INCLUDING PERSONAL CIRCUMSTANCES. TO BE TAKEM INTO ACCOUNT IN INDIVIDUAL'S FUTURE ASSIGNMENTS

DESCRIPTION OF INDIVIDUAL

IRECTIONS: This section is provided as an aid to describing the individual as you see him on the job. Interpret he words literally. On the page below are a series of statements that apply in some dagree to most people. To he left of each statement is a box under the heading "category." Read each statement and insert in the box the ategory number which lest tells how much the statement applies to the person covered by this report.

He limiting factors. Should adjust well in virtually any area.

CATEGO	RY NUMBER 2 - APPLIES TO INDI 3 - APPLIES TO INDI 4 - APPLIES TO INDI 4 - APPLIES TO INDI 5 - APPLIES TO INDI 5 - APPLIES TO INDI	ED THIS: I	L TO THE LEAST POSSIBLE DEGRE	70 HOW TH	E DESCRIPTION APPLIES TO THE
LEGORY	THICHEN	CATEGORY	STATEMENT	CATEGORY	STATEMENT
3	TO ABLE TO SEE ANOTHER'S POINT OF VIEW	4	11- MAS HIEN STANDARDS OF ACCOMPLISHMENT	4	25. IS EFFECTIVE IN DISCUS- SIONS WITH ASSOCIATES
4	2. CAM MAKE DECISIONS ON HIS OWN WHEN NEED ARISES	5	12. SHOWS ORIGINALITY	3	22- IMPLEMENTS DECISIONS BE- GARDLESS OF OWN FEELINGS
5	SVITAITINE EAH .E	4	13. ACCEPTS RESPONSERELL.	3	23. IS THOUGHTFUL OF DINERS
4	4. IS ARALYTIC IM HIS THINKS.	3	14. ADMITS HIS ERRORS	*	24. DORRS WELL UNDER PRESSURE
4	5. STRIVES CONSTANTLY FOR NEW KNOWLEDGE AND IDEAS	3	15. RESPONDS WELL TO SUPER.	4	25. DISPLAYS JUDGEMENT
4	6. KNOWS WHEN TO SEES ASSISTANCE	4	15. DOES HIS JOB WITHOUT TROUGE SHORTS	3	26. IS SECURITY CONSCIOUS
3	7. CAN GET ALONG WITH PEOPLE	3	17. COMES UP WITH SOLUTIONS TO PROBLEMS	4	27. IS VERSATILE
A.	8. HAS MEMORY FOR FACTS	4	18. TS OBSERVANT	4	28. HIS CRITICISM IS CON-
5	9. GETS THINGS DONE	4	19. THINKS CLEARLY	3	29. FACILITATES SMOOTH GPERA-
<b>T</b>	10. CAN GOOD WITH EMERGENCIES	5	20. COMPLETES ASSIGNMENTS WITKIN ALLOWABLE TIME LIMITS		30. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVIA SION

SECRET

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SECTION A	1									:	L		1		
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K	ENT.	. Wil	11am	M			1	May 1			1	SEX			GRAD
S. SERVICE DESIGNA	TION	6. OFFI	CIAL POS	ITION T	ITLE		17	May 1	929			nale		<u> G:</u>	S-1
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NOT ELIGIBLE	X	MEMBE			DEFER		1	INITIAL				ENT/S		VIEDR	
10. DATE REPORT D		DECTI		1	DENIE	-		ANNUAL	X			ENT/E			
IV. DATE REPURT M	UKIN	D.P.	11. REPO			To	· 1	CIAL (Spec	olfy)						
SECTION B			13 <b>9</b> 03	<del>2</del> 60		SJune6	1								
			EVALU	ATION	OF F	PERFOR	MANC	E OF SI	PECIFIC	DUT	IES				
List up to six of the manner in which emp with supervisory res	12		« EACH ( MUST be )			Considerability to		Y effective vise (indi		perfer ber of m	прису	ees sup	WFV!A.	<b>4</b> ).	
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Latin Ameri	ca				!	6	con	tacts	A	. V as. u .	2.4	HUU.	.011		
PECIFIC DUTY NO. 3									•						
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Cuba.	ope	erati	ons a	gain	st	RATING No.	SPECI	FIC DUTY	NO. 6						
Cuba.						4									
ECTION C	eythin;	à spini EAVTA	ATION (	OF OV	ERAL	L PERF	ORMA	WCE IN	CURRI				serior	ennce	ni s
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Section F 3.

I agree with the rating officer that the subject has a great deal of enthusiasm and interest in his job and in many aspects performs his duties in a highly professional manner. I do not, however, for reasons stated below, believe that his over all rating should be higher than 4+.

While it is true that he demonstrates considerable imagination and energy, he is headstrong and develops prejudices that prevent him on occasions from being objective in handling operations. This in my opinion is due to his youth and lack of experience in dealing with a particular situation of the kind with which he is now faced. This is by no means meant to be a reflection on his qualifications or future potential.

I emphatically disagree with the last sentence of Section E for the reasons set out above. He should not be, at the present time, given greater individual responsibility but rather should be subject to close, strong supervision of a senior officer.

(When Filled In)

SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

Stress strengths and weaknesses demonstrated in current position. Indicate suggestions and to employee for improvement of his work. Give recommendations for his training. Describe, if appropriate, his gatastic for development and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SEDT 10.15 B, C, and D to provide the best basis for determining future personnel actions.

Subject has a unique flair for planting and conducting political action operations. His previous field experience in dealing with Latin American political action agents and his facility with the Spanish language have made him an unusually strong asset in the conduct of current operations in the Dominican Republic. His personality and background enable him to establish rapport with foreign nationals with remarkable ease. He uses imagination in developing new operations and is aggressive in follow-up procedures. He is well qualified for a Headquarters position which would give him greater individual responsibility.

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DATE SIGNATURE OF EMPLOYEE WILLIAM	
William M. Kent	
2. BY SUPERVISOR	
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IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON.	
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#### SECTION C

#### NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

During the approximately six months of Mr. Kent's association with WH/5, the Branch CA effort was almost exclusively concentrated on a special operation with which Mr. Kent was not directly concerned. His assigned task was to act as Headquarters case officer for those CA projects not directly involved in the special project and for peripheral aspects of some which were. He performed his assigned duties competently and demonstrated that in the graphic aspects of CA work he has few peers.

At the same time, Mr. Kent did not show any large measure of initiative in developing those projects assigned to him, and seemed to treat his assignment as a temporary one (as indeed it turned out to be) to which he was not fully committed and in which he was not overly interested.

Mr. Kent is a pleasant and cooperative officer who doubtless can perform capably in a position with supervisory responsibilities, although his duties with WH/5 gave him no opportunity to demonstrate his competence in this area.

SECTION E	CERTIFICATION AND C	OMMENTS
1.	BY EMPLOYEE	
DATE	CERTIFY THAT I HAVE SEEN SECTIONS, A.	B, AND C OF THIS REPORT
2/26/63	SIGNATURE OF EMPLOYEE	an M. Kens
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOW!	N TO EMPLOYEE, GIVE EXPLANATION
2/24/63	Deputy Chief, WH/5	TYPED OR PRINTED NAME AND SIGNATURE
3. COMMENTS OF REVIEWING OFFICE	BY REVIEWING OFFI	
DATE	OFFICIAL TITLE OF REVIEWING OFFIC	THE THE THE THE THE
	Chief, WH/5	R. D. Gahagen
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KENT, William M. (continuation of Section C)

For family medical reasons, Mr. Kent cannot accept a permanent overseas assignment at the present time.

He is not called upon to exercise supervisory functions; therefore, his ability in this regard has not been rated.

(When Filled In) SECTION C

## HARRATIVE COMMENTSUE OF PERSONNER

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or applied ratings given in Section B to provide best applicable.

Monner of performance of managing or provide successions and described, if

Mr. Kent has been under my supervision and has occupied his present position of responsibility for propaganda matters for less than four months, but in that time has demonstrated an unusual ability to provide Minagarative, timely and useful propaganda guidances for covert field use. He is very sensitive and perceptive to the capabilities and limitations of WHD media operations and exploits their possibilities to the maximum. He has been particularly effective in the exploitation of leads provided by KUTURE sources as the basis for "black" operations. In this regard he has shown great initiative, imagination and professional ability. Kent regularly makes sound suggestions for increasing the effectiveness and security of WHD media operations, and with more time on the job, and an increased knowledge of specific country operations, he should further improve his ability to assess and review WHD projects.

This officer is admirably suited for his present assignment; he is creative and an industrious worker, producing quickly and with a minimum of supervision; his guidances are well written and easily understood; and he has sole responsibility for his functional duties as part of a small three-man staff team. He has a friendly disposition and gets along well with his co-workers, although he is a person of strong convictions which he does not hesitate to express.

No further training is recommended at this time. His proficiency in Spanish is excellent and he uses that ability regularly in originating media operations,

SECTION D		(continued on att
1.	CERTIFICATION AND CO	(continued on attached)
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DATE		
DATE	OFFICIAL TITLE OF SUPERVISOR	
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3.	Chief, WH/CA	Here he T. Peak
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EMPLOYEE SERIAL NUMBER

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SECTION A GI	NERAL		023130	
1. NAME (Last) (First) (Middle) KENT, William M.			GRADE 8. SD	
6. OFFICIAL POSITION TITLE Operations Officer	7. OFF/DIV/BR OF A DDP WH P&O/E	SSIGNMENT 8.	CURRENT STATION	i
9. CHECK (X) TYPE OF APPOINTMENT	10. CHECK (X) TYPE		eadquarters	
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11. DATE REPORT DUE IN O.P.	12. REPORTING PERI			
31 January 1964	15 Novembe		31 December :	1963
	E EVALUATION			
W - <u>Weak</u> Performance ranges from whally inadequate to positive remedial action. The neture of the ac probation, to reassignment or to separation,	)escribe action taken a	ounseling, to	turther fraining, to Section C	placing o
Performance meets all requirements. It is enti- excellence.	rely satisfactory and is	s characterize	d neither by defici	ency nor
P - Proficient Performance is more than satisfactory. Desire	d results are being pro	duced in a pro	ficient manner.	
a smooth performance is characterized by exceptional p	oficiency.			
O - <u>Outstanding</u> Performance is so exceptional in relation to re others doing similar work as to warrant specia	rac ugnition.	and in compa	ison to the perform	nance of
	IC DUTIES			
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				RATING
Coordinate, monitor and originate WHD assets.	propaganda guid	ances for	use by	LETTE
PECIPIC DUTY NO. 2				0
Review, assess and evaluate the ef	fectiveness of	WHD media		RATING
Projects.	-		*	S
PECIPIC DUTY NO. 8			,	RATING
Coordinate, monitor and originate ing WHD, including their planning, conduc	plack propagande t and support.	a Operatio	ons involv-	S
PECIFIC DUTY NO. 4	* -			RATINO
Provide material support for the common comm	onduct of media	operation	as through	RATING
PECIFIC DUTY NO. 5 .				P
				RATING LETTER
PECIFIC DUTY NO. 6				RATING
	•			LETTER
OVERALL PERFORMANC	E IN CURPENT POS	ITION		
				DATING
ake into account everything about the employee which influences ormance of specific duties, productivity, conduct on job, coope articular limitations or valents. Based on your knowledge of em lace the letter in the rating box corresponding to the statement wi	Courage se' bestiment	personal trait:	s of habits, and	RATING LETTER S
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### TRAINING REPORT

Midcareer Executive Development Course No. 4 20 Sept - 30 Oct 1964 (6 weeks, full-time)

Student: William M. Kent Office: WH

Year of Birth: 1929 Service Designation: D

Grade : GS-13 No. of Students : 30

EOD Date : Dec 1951

## COURSE OBJECTIVES - CONTENT AND METHODS

The Midcareer Executive Development Course, a part of the Midcareer Training Program, is designed to enable potential executive officers to develop and widen their understanding of the Agency, of the Government, and of international affairs.

The Course consists of three major segments, each of approximately two weeks duration. The topics covered through lectures, seminars, panel discussions and field trips are:

- 1. The functions, relationships and problems of various Agency components.
- 2. U.S. domestic problems and their effect on Government policy.
- 3. Current developments in key international affairs.

### ACHIEVEMENT RECORD

No evaluation of the student is made during the course, and no final grade is given upon course completion.

FOR THE DIRECTOR OF TRAINING:

Charles D. Ford

0 juni 196

Date

Chief, Midcareer & Senior Officers Courses

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SECTION C	(When Filled In)	
Mr. Kent has tion and conscient ness report. He reason of experie culture and menta not always tactfut to the role of a discipline.  Were it not overseas assignment now be considered preparatory to a Mr. Kent is making to the covert actiposition for the Midcareer Executive Mr. Kent has but he appears to	weaknesses demonstrated in current position keeping is stions made for improvement of work performance. Give if required for current position. Amplify or explain rational action. Manner of performance of managerial or it is sustained the same high degrestious application to his duties is unusually well qualified for nce, knowledge and sensitivity lity. Although he is a personally expressed, it is to his crestaff officer with admirable staff officer with admirable staff officer with admirable staff of the fact that Mr. Kent cannot at this time for family med for assignment to a senior positive a valuable, perhaps even indication mission of WHD and should the staff of the same that we have the same that we have the same that we have the same to a senior positive with a same and the same	the provide best and the provi
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ATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
	OPPICIAL TITLE OF SUPERVISOR  C/WH/PO/B	Seymour R. Bolten
3-31-65	OFFICIAL TITLE OF SUPERVISOR  C/WH/PO/B	Seymour R. Bolten
ATR	OFFICIAL TITLE OF SUPERVISOR  C/WH/PO/B	Seymour R. Bolten
3-31-65	OFFICIAL TITLE OF SUPERVISOR  C/WH/PO/B	Seymour R. Bolten

I agree with the rating of Mr. Kent. He has been energetic, imaginative and professional in his work. The only thing that I can add to the assessment is that Mr. Kent speaks excellent Spanish which has been an essential ingredient in his critical abilities in the handling of media operations for Latin America.

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	
	LE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
' 31 March 1965	Deputy Chief, WHD	R. W. Herbert
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# SECRET (#hon Pilled In)

4		**			EMPLOYEE :	SERIAL N	UMBER
	FITNESS REPORT				05919	8	
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% CAREER	<del></del>	10. 6	HECK (X) TYPE	OF REPORT			
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11. DATE REPORT		12. 81	PORTING PER				n, tellerillaniqueb too demons
	uary 1965		1 January			10	11
SECTION B	PERFORMAN	ICE EV	LUATION	1704 -	Da Dardigia	D 310 L(3)	011
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	others doing similar work as to wattant speci	al recogn	irion.			,	
	he most important specific duties performed di mployee performs EACH specific duty. Consi esponsibilities MUST be rated on their ability 5, t						employees
medi	Review, assess and evalua projects.	ate t	he effec	tivenes	ss of Wi	HID	RATING
for	coordinate, monitor and or use by WHD assets.	igina	te propa	ganda g	guidance	es	RATING
gand	iaison with CA Staff and a and related operations	other in th	CA comp e WHD ar	onents	on prop	pa-	RATING LETTER
specific buyy no A in t	ssist WHD area desks to d he propaganda and media f	ischa ield.	rge thei	r respo	onsibili	ities	RATING LETTER
SPECIFIC DUTY NO	. 3						RATING LETTER
SPECIFIC DUTY NO							RATING LETTER
	OVERALL PERFORMAN	CE IN	HERENT DO	CITION			
particular limitation	everything about the employee which influence fic duties, productivity, conduct on jab, coo ns or tolents. Based on your knowledge of e the rating box corresponding to the statement	es his eff	ectiveness in	his current p personal tr	aits or habit	s, and	RATING LETTER

SECTION C

SECTION D

NARRATIVE COMMENTS

SFFICE OF PERSONNEL.

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to averall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section 19 for provide best basis for determining future personnel action. Manner of performance of managerial or Empery pory duties this the described, if applicable.

Mr. Kent is indeed a professional in his field and expert in propaganda operations which require area knowledge, technical know-how, and imagination. In a specialty where it is only too easy to go off the deep end, Mr. Kent has always kept his wits about him and avoided parochialism. He is a lucid writer who focustes on the essential. By nature, Mr. Kent is an impatient man who has certain biases which sometimes get into the way of his operational judgements. He is keenly aware of this and his efforts to remain as "uninvolved" as possible are commendable. In summary, Mr. Kent is a "doer" who in his field contributes much.

Mr. Kent has no supervisery duties to perform. He is highly cost conscious:

			שונים עווא ווטוואפוווואפי	MPLA 1.0
1.			BY EMPLOYEE	
		10	ERTIFY THAT I HAVE SEEN SECTIONS A, 3, A	ND C OF THIS REPORT
	December 1	1965	SIGNATURE OF EMPLOYEE WILL CA	m M. Kent
2.			BY SUPERVISOR	
MONTH UNDER	is employee has I my supervision	BEEN	IF THIS REPORT HAS NOT BEEN SHOWN TO	EMPLOYEE, GIVE EXPLANATION
STAG			OFFICIAL TITLE OF SUPERVISOR	TYPED ON PRINTED NAME AND SIGNATURE
6 )	December 1	1965	Chief, WH/CA	Gerard Troflet
3.	NTS OF REVIEWIN		BY REVIEWING OFFICIAL	. 01
			r fully in this report. Mr. I	
			```	
			^	`
DATE			OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
27	December :	1965	WHD/Executive Officer	Donald C. Marelius

CERTIFICATION AND COMMENTS

, u		FITNESS	REPORT			. 5 ,	EMPLOYEE SERIAL N	UMBER
SECTION A			G	ENERA	L			
1. NAME	(Last)	(First)	(Middle)	ŧ	TE OF BIRTH	3. SEX	4. GRADE 5. SD	
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6. OFFICIAL POSI		E					NT 8. CURRENT STATION	
Ops Offic					OP/WH/CA		Headquarter	rs
X CAREER	7		MPORARY	10. C	HECK (X) TYP	E OF REP		
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11. DATE REPORT				12. 0	EPORTING PE		- 40-1	
				1			December 1965	
SECTION B			PERFORMA	ICE EV	LUATION		December 1000	
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0 - <u>Outstanding</u>	Performan	ce is so exceptionel ng similar work as to	in relation to		men of the	ok and in a	comparison to the parform	ence of
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youth and	stude	e CA Staff ent, and oth	and othe er opera	r CA	compone in the	nts on WH ar	propaganda, ea.	S
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particular limitatid	ns or talen the rating l	ts. Based on your i	knowledge of	perarive:	ess, pertine	nt persona rformance reflects h	nt position such as per- I traits or habits, and during the rating period, is level of performance.	S .
ORM AC	A.				- J	GROUP 1		

FORM 45 OBSOLATE PREVIOUS EDITIONS.

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SECTION C

SECTION D

### NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on fareign language competence, if required for current position. Amplify or exploses the language competence is to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

Aus 9 3 37 PH '66

MAIL ROOM

There is but little which can be added to the comments made in the fitness report covering the period 1 January to 3 December 1965; Mr. Kent is an excellent officer in his specialty; he holds strong opinions on certain issues, but - over the years - has learned to bend. His projected non-official cover assignment will utilize his talents for dealing with Latin Americans and for translating ideas and concepts into meaningful action. We wish him well.

CERTIFICATION AND COMMENTS

1.	BY SMPLOYEE	
	I CERTIFY THAT I HAVE SEEN SECTIONS A.	, AND C OF THIS REPORT
DATE 21 July 1966		iam M. Keir
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERYISION	IP THIS REPORT HAS NOT BEEN SHOWN	TO EMPLOYEE, GIVE EXPLANATION
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTERNAME AND SIGNATURE
	Chief, WH/CA	General Droller
3.	BY REVIEWING OFFIC	IAL
to be a vo	concur with the above evaluations are also concur with the above evaluations are also concurred to the concurrence of the concu	successful in his new
DATE	OFFICIAL TITLE OF REVIEWING OFFIC	IAL TYPED OF PRINTED NAME AND SIGNATURE
_ 1 August 1966	WH/Executive Officer	Donald C. Marelius

1. NAME (Lest) (First) (Middle) 2. DATE OF BIRTH 3. SEX 4. GRADE	59198
1. NAME (Last) (First) (Middle) 2. DATE OF BIRTH 3. SEX 4. GRADE	39198
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	5. SD
7 May 1929 M GS-13	D
7. OFF/DIV/BR OF ASSIGNMENT 6. CURPEN	TSTATION
9. CHECK (V) DDP/WH/CA Head	lquarters
10. CHECK (X) TYPE OF REPORT	-quarter p
	SIGNMENT SUPERVISO
SPECIAL (Specify): ANNUAL XX REAS	SIGNMENT EMPLOYE
SPECIAL (Specify):	
T Town Feet Of (Prom- to-)	- 10//
SECTION B PERFORMANCE EVALUATION	7 1966
W - West Parlament source f t t t	
positive remedial action. The nature of the action could range from counseling, to further tree probation, to reassignment or to separation. Describe action taken or proposed in Section	is category requires
probation, to reassignment or to separation. Describe action taken or proposed in Section C	
A - <u>Adequate</u> Performance meets all requirements. It is entirely satisfactory and is characterized neither	by deficiency nor
P - <u>Proficient</u> S - <u>Strong</u> Performance is more than satisfactory. Desired results are being produced in a proficient mo	*****
THE PROPERTY OF THE PROPERTY O	
O - <u>Quistanding</u> Performence is an exceptional in relation to requirements of the work and in comparison to the others doing similar work as to warrant special recognition.	na parlamenes -1
	belief walle 01
SPECIFIC DUTIES	
List up to six of the most important specific duties performed during the rating period. Insert rating letter which with supervisors are performs EACH specific duty. Consider ONLY effectiveness in performs.	h heat describes de-
The residence of their children and their children	duty. All employees
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responsibilities in the media/propaganda and youth/student fields.	s
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Originate, coordinate and monitor regional and country propaganda guidances and campaigns by WH assets.	RATING LETTER
	s
FECIPIC DUTY NO. 3	
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" and an arrivation of the state of the stat	ota C
	cts
Liaise with the CA Staff and other Agency components on propaganda,	RATING LETTER
youth/student, and other operations in the WH area.	s
PECIFIC DUTY NO. 3	
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MEMORANDUM FOR: Secretary, CS/CS Panel (Section A)

Kent

SUBJECT : Recommendation for Promotion to Grade GS-14, (Staff Agent)

his conversion to Staff in July of this year, has been connected with the Latin American scene since he joined the Agency in 1951. Even before that time he had lived in some Central American countries. Thus, it is not surprising that he brought to his assignments a thorough knowledge of the Division area.

2. In handling many tasks at various levels of responsibility Linites and different locations, one facet of has always been outstanding: he has an unusual ability to apply his imagination toward realistic and useful operations. To be specific: on occasion of the discovery of a Cuban arms cache in November 1963, of the January 1964 riots in Panama, of the April 1965 revolution in the Dominican Republic, and of many other crises and situations which have developed in the WH area immediately took the initiative within and outside the Division for the initiation and coordination of covert action efforts to support U.S. (and Agency) objectives. In his last assignment prior to assuming his duties under nonofficial cover, his constructive analyses of this Division's covert action activities and conclusions therefrom have made a significant. Cart's impact on the formulation of our operational posture. task in his current assignment will be to find and develop channels to Latin American Christian Democratic individuals and groups which will require maturity and judgment, tact and operational know-how, creativeness and flexibility. His current assignment is and some others in the past were at a level of a GS-14 if not higher and thus the promotion of to GS-: is strongly recommended at this time. to GS-14

> by Jacol W. Sitely Chief,

Western Hemisphere Division

not approved

6 January 1969

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT:

GS-14: Employee Number 059198; DOB: 5 September 1929; Operations Officer; Career; Service

Designation: D

PERIOD UNDER REVIEW:

1 January 1968 - 6 January 1969

MONTHS UNDER MY SUPERVISION:

OVERALL RATING:

Proficient

- 1. During this reporting period Subject has continued to maintain a state of more than satisfactory proficiency and has done a good job of establishing himself under un-official commercial cover. He is always on the alert for new avenues of approach to targets of interest using his cover as access.
- 2. At present he is handling one quite sensitive penetration of an Embassy and to date has managed this case in a highly professional manner.
- 3. Subject is well motivated, takes a serious approach to his work and profits by his mistakes. At times he is inclined to take precipitate action and think later. However, he is most willing to learn and takes constructive criticism of his work in the proper spirit.
- 4. In order to increase Subject's value to the Washington Base, it is recommended, that when time permits, he be enrolled in the CI/CE and the Soviet Realities courses.
- 5. As of the present Subject has no supervisory responsibilities. He has proven to be sensibly cost conscious and submits his accountings promptly.

Rudolph E. Gomez

Chief Washington Base

## SECTION C NARRATIVE COMMENTS (Continued)

Subject devised a first-class cover relationship with the priority (REDTOP) target of this Base. For a period the relationship was close, and in our judgment it was wholly unsuspicious because Subject made it seem so natural. This was a very delicate operation which Subject handled with distinction.

Personal characteristics of this officer which should not be overlooked in this review are loyalty, responsiveness, willingness to accept any direction.

In conclusion I want to emphasize my conviction that this officer's assignments should be limited to the area for which he was trained and in which he feels confident: Latin America.

This officer is reasonably cost-conscious. I have had no opportunity to deserve his capability for supervising other case officers.

#### NARRATIVE COMMENTS SECTION C

CECTION D

6 March 1970

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to camplete Section C, attach a separate sheet of paper.

This officer to some extent has been a victim of his assignment. His undergraduate training in Latin American affairs was thorough and extensive. His employment with RVROCK for the next 16 years was Latin-oriented. His Spanish language is rated "native". Yet during the period under review he was diverted from Latin-American affairs toward a variety of higher priority targets. This re-orientation was not uniformly successful, and should not be continued, because Subject seems to have no natural interest in foreign nationals (with the apparent exception of latin Americans) and in most foreign affairs (with the exception of Latin American affairs).

Subject's strongest characteristic is his ability to live and to utilize his commercial cover. He showed great aptitude and commendable imagination in devising new modes of commercial access to foreign nationals residing in Washington. For example his use of his cover was the matrix of several successful recruitments for which other case officers received the ultimate credit, even though the recruitments were based on this officer's discovery of the potential agents and his initial development of them before they were transferred. Conversely, when Subject retained the contacts through the development phase, the contacts languished.

CERTIFICATION AND COMMENTS

(continued on separate sheet)

ECTION D	CERTIFICATION AND COMM	
	BY EMPLOYEE	
11	certify that I have seen sections A, B, An	ID C OF THIS REPORT
ATE	SIGNATURE OF EMPLOYEE	
20 February 1970	/s/ William Kent	
	BY SUPERVISOR	,
ONTHS EMPLOYEE HAS BEEN	IF THIS REPORT HAS NOT BEEN SHOWN TO	EMPLOYEE, GIVE EXPLANATION
NOER MY SUPERVISION		
12		
ATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
		John G. Shelfor, Jr.
3 February 1970	Chief of Base	(Signed in Pseudo on Form 45s
	BY REVIEWING OFFICIAL	
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for living his co utilization in the	wer was so strong that it sugg	targets. His propessity ests his future operations? d assessing rather than

	· .	TITNESS REPORT			EMPLOYEE	SERIAL	NUMBER
SECTION A					059	9198	
1. NAME	(Last) (		ENERAL				
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Opa Offi	COZ		DDP/DO	į	TENTINE	g ton .	DVR
	E OF APPOINTMENT		ID. CHECK (X) TYP	E OF REPORT			
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CAREER-P	ROVISIONAL (See instru	ections - Section C)	ANNUAL		The second second		TEMPLOYE
SPECIAL (S			SPECIAL (Sp	ectty);			T EMPLOYE.
11. DATE REPORT	DUE IN Q.P.		12. REPORTING PE	1969 - 19	6 Janu	ary	1970
SECTION B		PERFORMAN	ICE EVALUATION				
M-Marginal	or proposed in Section Performance is deficien taken or recommended		s for assigning this rating	should be stated	separation.	Describe	action taken
P-Proficient	Performance is satisfact	ory. Desired results are being	produced in the manner e	xpected.			
5-Strong	Performance is characte	trized by exceptional profici	they,				
O-Outstanding	Performance is so excep work as to warrant spec	tional in relation to require	ents of the work and in co	mpurison to the p	erformance o	of others o	doing similar
		SPEC	FIC DUTIES				
PECIFIC DUTY NO	. 2						
Recruita	ent of agent	assets.					RATING LETTER
PECIFIC DUTY NO	. 3						
		iting) agent a	mets.				RATING LETTER S
PECIFIC DUTY NO	. 4						RATING
Utilizin	g commercial	l cover operat	ionally.				O
PECIFIC DUTY NO.	. 3						RATING
•							LETTER
PECIFIC DUTY NO.	6						
				27 A	UG 1970		RATING
	07	ERALL PERFORMAN	CE IN CURRENT P	OSITION	7		
articular limitation	everything about the e in duties, productivi	employee which influence ty, conduct on job, coop on your knowledge of e anding to the statement t	s his effectiveness in erotiveness, pertinen	his current po: t personal trai	ts or habit:	s, and	1 2

FORM 7-63 45 OBSOLETE PREVIOUS EDITIONS

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GROUP ) included from outerwalls deengrooding and deengrooting and policy, CCS will not okay engaging in recruitment activities people who are under cover of legitimate firms (such as my cover firm, WWIS). The risk, he said, is too great, adding that where recruitment responsibilities are envisaged, a devised facility cover rather than that of a real firm, is provided. He suggested that I call Mr. Will Burke, current Chief of the Corporate Cover Branch in CCS, for further details and confirmation.

5. I spoke with Mr. Burke on the morning of 29 June. In essence, he said the same thing that Biladeaux had said, allowing that there are occasional exceptions such as an instance where an officer assigned abroad might use an alias, or on the rare occasion where a person might, in effect, recruit himself. With specific reference to WWIS, when I had that cover recruitment activity was precluded.

#### SECTION C

### NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if

Subject has been under the supervision of Branch 6 sints through 1966. In August Subject was transferred PCS to New Orleans where he was responsible for all aspects of the operation of proprietary foundation, JMCLIPPER. During the reporting period, he has consistently demonstrated a high degree of enthusiasm and operational initiative. Although operating under instructions not to expand foundation activities too rapidly, he has not waited for an official "go-ahead" but has shown unflagging energy in planning operations for the period when JMCLIPPER could expand activities. He has shown an unusually keen perception of areas of CA operational needs and of imaginative thinking on how to fill these

Subject has shown himself fully capable of exercising the self-disciplined and self-motivation necessary in an unofficial cover position. His proficiency in Spanish has been useful in meeting and entertaining Latin American travelers of potential operational interest passing through his city. He has handled his cover situation well. The cover office has been well run with no significant financial, administrative, or personnel problems having arisen during the period. Subject has exhibited an above-average cost consciousness.

SECTION D	CERTIFICATION AND CO	DMMENTS
I,	BY EMPLOYEE	
DATE	CERTIFY THAT I HAVE SEEN SECTIONS A. I	B. AND C OF THIS REPORT
DATE	SIGNATURE OF EMPLOYEE	- This Report
2.		
MONTHS EMPLOYEE HAS BEEN	BY SUPERVISOR	
UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN	TO EMPLOYEE, GIVE EXPLANATION
5	Subject is assigned outsi	de of the Washington area.
DATE	OFFICIAL TITLE OF SUPERVISOR	area.
31 March 1967	DC/WH/6	Lee E. Patton
l.	BY REVIEWING OFFICE	
OMMENTS OF REVIEWING OFFICE	AL	

I agree with the rating officer's judgement that Mr. Kent's performance has been characterized by exceptional efficiency. He demonstrated unusual energy and imagination in developing plans for expansion of JMCLIPPER activities. His detailed reporting was also commendable.

31 March 1967	OFFICIAL TITLE OF REVIEWING OFFICIAL Chief, WH/6	Paul E. Oberst

	TITLIESS TO THE	•	EMPLOYEE SERIAL NE	JMBER V
	FITNESS REPORT		059198 -	
SECTION A	Gf	ENERAL		
1. NAME	(Last) (First) (Middle)	2. DATE OF BIRTH 3. SE	EX 4. GRADE 5. SD	
	sent, William pa	9 May 29 M	GS-13 D	
6. OFFICIAL POST	TION TITLE	7. OFF/DIV/BR OF ASSIGN	NMENT 8. CURRENT STATION	
	ps Officer	DDP/WH/6	New Orleans	5
S. CHECK (X) TYP	PE OF APPOINTMENT	10. CHECK (X) TYPE OF R		2
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	ROVISIONAL (See instructions - Section C)	XX ANNUAL	REASSIGNMENT E	EMPLOYEE
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11. DATE REPORT	bruary 1967	12. REPORTING PERIOD (F		
		1 August 1966 -	31 March 1967	
SECTION B		CE EVALUATION		
W - Week	Performance ranges from wholly inadequate to positive remedial action. The nature of the ac probation, to reassignment or to separation, it	tion could range from counsi Describe action taken or pro	seling, to further training, to p oposed in Section C.	placing on
A - Adequate	Performance meets all requirements. It is enti-	•		ncy nor
P - Proficient	Performance is more than satisfactory. Desire	id results are being produce:	d in a proficient manner,	
S - Strong	Performance is characterized by exceptional p	roficiency.		
O - Quistanding	Performance is so exceptional in relation to re others doing similar work as to warrant specie	ii recognition.	In comparison to the performa	ence of
	SPECI	FIC DUTIES		
Responsi		all operations con		RATING LETTER
	tration and financial control of	JMCLIPPER		RATING LETTER S
Develops	nent and planning of new operat	ional support task	s for JMCLIPPER	RATING LETTER O
SPECIFIC DUTY NO	), 4	7		RATING LETTER
٧	ion of JMCLIPPER secretary a	nd contract agent/	trustee	P
SPECIFIC DUTY NO	. 5	, ,		RATING
		28/	2006/1/pc.	LETTER
PAR APR	• *	Tu	OF-4b	RATING LETTER
ω.	OYERALL PERFORMANC	CE IN CURRENT POSITI	IUM	
particular limitatio	everything about the employse which influence life duties, productivity, conduct on job, coop ons or talents. Based on your knowledge of en the rating box corresponding to the statement w	s his effectiveness in his coperativeness, pertinent pers	wrent position such as per- tonal traits or habits, and	RATING LETTER

FORM 45 OBSOLETE PREVIOUS EDITIONS.

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SECT	ION D	CERTIFICATION AND COM	MYE
	ION D	CERTIFICATION AND COM	ENTS
SECT 1.		BY EMPLOYEE	
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DATE		BY EMPLOYEE	
DATE	31 January 1968	BY EMPLOYEE  RTIFY THAT I HAVE SEEM SECTIONS A. AM SIGNATURE OF EMPLOYEE  BY SUPERVISOR	Lillian Mr. Kent
DATE	I CE	BY EMPLOYEE ERTIFY THAT I HAVE SEEM SECTIONS A. A.	Lillian Mr. Kent
DATE	31 January 1968	BY EMPLOYEE  RTIFY THAT I HAVE SEEM SECTIONS A. AM SIGNATURE OF EMPLOYEE  BY SUPERVISOR	Lillian Mr. Kent
DATE	31 January 1968	BY EMPLOYEE  ERTIFY THAT I HAVE SEEN SECTIONS A. AN  SIGNATURE OF EMP  BY SUPERVISOR  IF THIS REPORT HAS NOT BEEN SHOWN TO R	MPLOYEE, GIVE EXPLANATION
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I certify that I have seen the above Fitness Report:

William on Kent

DATE: 3 March 1969

# REVIEWING OFFICIAL'S COMMENTS:

I concur generally in this evaluation. Subject is always on the look-out for new leads. While in general this is commendable, it should be noted that his assessments are not in depth. It would be preferable if he concentrated on a few good prospects, leading to a solid recruitment, rather than enlarging numerically his stable of contacts.

Stanley H. Gaines
DC/DO/I

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6 January 1969

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT:

Employee Number 059198; DOB: 5 September 1929; Operations Officer; Career; Service

Designation: D

PERIOD UNDER REVIEW:

1 January 1968 - 6 January 1969

MONTHS UNDER MY SUPERVISION: 16

OVERALL RATING:

Proficient

- 1. During this reporting period Subject has continued to maintain a state of more than satisfactory proficiency and has done a good job of establishing himself under unofficial commercial cover. He is always on the alert for new avenues of approach to targets of interest using his
- 2. At present he is handling one quite sensitive penetration of an Embassy and to date has managed this case in a highly professional manner.
- 3. Subject is well motivated, takes a serious approach to his work and profits by his mistakes. At times he is inclined to take precipitate action and think later. However, he is most willing to learn and takes constructive criticism of his work in the proper spirit.
- 4. In order to increase Subject's value to the Washington Base, it is recommended, that when time permits, he be enrolled in the CI/CE and the Soviet Realities courses.

5. As of the present Subject has no supervisory responsibilities. He has proven to be sensibly cost conscious and submits his accountings promptly.

Sound of Photo

Rudolph E. Gomez

Chief Washington Base

Soff File

29 June 1971

MEMORANDUM FOR: Mr. Joseph Di Stefano

SUBJECT : Responsibilities During Assignment to

DO/Washington Base (re fitness Report Jan 69 - Jan. '70)

FROM : Mr. William M. Kent

l. During the early days of my assignment to DO/Washington Base, the matter of my cover was discussed a number of times with DO Personnel and CCS. Eventually, CCS came up with World Wide Information Services, Inc., of New York, as a legitimate firm which would provide me with the needed cover. It came out loud and clear during the discussions that this cover would allow me to spot, assess and develop targets of interest, and would allow me to handle recruited agents, but, because of the high risk involved in the use of a legitimate firm for cover purposes, I was not to engage in recruitments.

- 2. Despite its one limitation, the cover was ideal. Among other things,  $\ensuremath{\mathrm{I}}\xspace$  :
  - a. Handled a recruited Venezuelan agent assigned to the Venezuelan Embassy in Washington;
  - b. Handled a recruited code clerk assigned to one of the embassies in Washington;
  - c. Contacted and assessed a high official of the Soviet Embassy, made arrangements to have him met by another Base Case Officer under alias who continued the development which eventually was to lead to a recruitment pitch;



- d. Established contact and developed a third national employed by the Algerian Embassy, gained access to the Embassy, went all through it, drew a sketch of the interior of the premises including the location of the code room;
- e. Made contact with and developed two Arab officials assigned to the Arab Information Office in Washington;
- f. Made contact with and developed officials in the Polish, Czech, Hungarian and other Embassies; was on particularly good terms with the Poles;
- g. Made contact and developed an official of the Pakistani Embassy;
- h. Made contact, developed and turned over to another case officer under alias a Swedish national who was subsequently recruited and was to be sent to India to work on the Chicom target.
- i. Maintained my cover in a manner which was completely devoid of suspicion during the entire period I used it.
- 3. When the Base moved to its new offices in Washington, the COB gave me my instructions. He told me that I should avoid making or maintaining contacts in the Church and Latin American communities in Washington; that I was not being assigned any geographical area on which to concentrate but would be expected to use my judgment, seek out persons who might be of interest, and take advantage of opportunities which might arise; that I would be given recruited agents to handle as the need arose; that, per the limitation concerning my cover, I was not to engage in actual recruitments, but was to spot, assess, and develop persons of possible interest who would be turned over to other case officers under alias for further development and recruitment.
- 4. On 28 June 1971, I called Dick Biladeaux of CCS who was involved at the time I was given the WWIS cover. While I did not, purposely, make specific reference to the matter at hand, in response to my query he said that as a matter of

SECTION C - Narrative Comments (continued)

and he is consistent and reliable in his performance. His writing is entirely coherent and always in good form, although occasionally a little too clever and glib for my tastes. He has an excellent understanding of personal and operational security and cover.

A word about versatility: Mr. Kent does indeed have nearnative Spanish and a specific interest in Latin American affairs
as noted in his previous fitness report; however, his general
interests cover a much greater geographic and topical area and
and he has no difficulty in quickly finding some common ground
with persons of all backgrounds and nationalities. Although his
tacts, I have no reservations about his ability to develop,
recruit and handle all types of persons of intelligence interest.
to the Agency in his dealings with other elements of the U.S.

Mr. Kent is an enthusiastic and energetic activist with now proven managerial abilities. His greatest asset is his quick, sharp and imaginative mind: His only shortcoming worthy of mention is a slight tendency towards impulsiveness in making decisions. My relationship with this officer has been such that we discussed operational and personnel matters and his handling of them at with him were not considered necessary. His performance consultations fully up to our expectations of him and consistent with the high branch.

SECTION C - Narrative Comments (continued)

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A word about versatility: Mr. Kent does indeed have nearnative Spanish and a specific interest in Latin American affairs
as noted in his previous fitness report; however, his general
interests cover a much greater geographic and topical area and
and he has no difficulty in quickly finding some common ground
with persons of all backgrounds and nationalities. Although his
job here in the branch rarely called for direct operational contacts, I have no reservations about his ability to develop,
recruit and handle all types of persons of intelligence interest.
to the Agency in his dealings with other elements of the U.S.

Mr. Kent is an enthusiastic and energetic activist with now proven managerial abilities. His greatest asset is his quick, sharp and imaginative mind: His only shortcoming worthy of mention is a slight tendency towards impulsiveness in making decisions. My relationship with this officer has been such that we discussed operational and personnel matters and his handling of them at with him were not considered necessary. His performance consultations fully up to our expectations of him and consistent with the high branch.

CTION C	NARRATIVE	COMMENT

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

Mr. Kent came to this branch from a non-official cover job which had little in common with the duties of a country desk chief. Moreover, he found himself in the sometimes difficult situation of taking over a position just vacated by the newly appointed deputy branch chief. Despite these, to him, minor obstacles, he called upon his close association with Latin American affairs for many years, his wealth of experience on WH country desks, and his inherent ability to deal successfully with people and situations in asserting leadership and quickly bringing the Peru Desk under his own independent control.

During the year that Mr. Kent served as Peru Desk Chief he domonstrated conclusively that he is equally talented in all fields of clandestine activity. There is little question that Covert Action is what he likes and does the best, as once more evidenced by a written commendation he received for this type of work while part of a special WH task force in September and October 1970; however, it should be equally noted that the FI and CI aspects of his job on the Peru Desk also received full interest and attention during his tenure. He is a good personnel manager and maintained high morale in his unit while working it hard and demanding high standards. He is not at all afraid of responsibility, he meets all deadlines without prompting, (continued)

CERTIFICATION AND COMMENTS SECTION D BY EMPLOYEE I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT SIGNATURE OF EMPLOYEE 8 April 1971 William PH Ken BY SUPERVISOR P THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 10 1/2 months TYPED OR PRINTED NAME AND SIGNATURE OFFICIAL TITLE OF SUPERVISOR Richard L. Conolly Acting Chief. WH/3 April 1971 BY REVIEWING OFFICIAL COMMENTS OF REVIEWING OFFICIAL

I have little to add to this comprehensive narrative with which I fully agree. I, too, have worked very closely with Bill for most of the period under review, which witnessed rather hectic days in the life of the Lima Station: it was comforting to be able to rely on his keen perception of latent trouble, clear analysis of events, and sound and/or imaginative, as the case demanded, proposals for approaching problems. Because he has the potential for career advancement, I would strongly recommend that he be soon transferred back to a "lime" position, again with managerial responsibilities.

8 April 1971 Chief, WH/3 Alfonso Spera

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SECTION C -Continued-

 $\mbox{Mr.}$  Kent has clearly projected his concern for the efficient use of Agency funds.

In November 1970 Mr. Kent received a commendation for his resourceful contribution to the Chilean Task Force.

Comments of Reviewing Official: (Continued)

Service. In addition, it must be noted that Mr. Kent thinks through every problem as it applies to his work. His thoroughness is of the highest nature. His depth of thought and study devoted to a given subject is rarely found among officers dealing with rapidly moving situations. His is unflappable yet flexible.

#### SECTION C

8 June 1971

#### NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be isommented on, if applicable. If extra space is needed to complete

Mr. Kent has competently directed the covert action activities of Branch 6 since being named Chief of the CA Section for the Branch in December 1970. He was selected for this position because of his aggressiveness in the CA field and especially because of his years of experience and success in the propaganda activity. In closely monitoring the actions of the Allende Government (GOC) Mr. Kent lived up to his reputation and demonstrated his unique ability to recognize propaganda vulnerabilities and to attack them with effective and imaginative propaganda guidance.

1972 During his brief tour in the Branch Mr. Kent developed one economic warfare operation against the GOC which shows indications of partially satisfying the USG objective of discouraging foreign investment in Chile.

Mr. Kent is fluent in the Spanish language and on at least two occasions he has proven himself as a translator for two meetings between senior officials of the USG and Latin American officials.

Mr. Kent has effectively supervised the personnel of the CA Section which, besides himself, consists of two officers and one clerical. In the management of the Branch's covert action programs

SECTION D	CERTIFICATION AND COM	MENTS
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3.	BY REVIEWING OFFICIA	Basil A. Beardsley
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addition to his highly	imaginative vet realistic app	reach to the problem of Chil-
ne amply demonstrate	ed his ability to deal with ner	sons who were out to call bill-
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OFFICIAL TITLE OF REVIEWING OFFICIAL

Chief, WH/COG

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SECTION C (Continued)

to inhibit foreign investment in Chile. The responses to the first phase of this operation were highly favorable and the initial reactions to the second phase have also been very favorable.

It should be noted that during this period Mr. Kent served for three months as the Acting Deputy Branch Chief, including two weeks when he was the Acting Branch Chief. In both of these positions he performed very capably, showing excellent judgment and managerial abilities in handling Branch-level matters. He showed similar managerial ability in his handling of the two officers and secretary in his Section throughout the rating period. He has consistently shown a high degree of cost consciousness in all phases of his work.

Mr. Kent displayed his talent for dealing with non-Agency personnel at a meeting of publishers from all over the hemisphere held during the latter part of 1971. At this meeting he skillfully handled several key Latin American assets with the result that some of the Agency's objectives for influencing the meeting were achieved under difficult circumstances.

In sum, Mr. Kent made a notable contribution to the Branch's efforts in 1971 and we are looking forward with pleasure to working with him in the coming year.

SECTION D (Continued)

responsible for the extent of the success in accomplishing Agency objectives. Mr. Kent, in my opinion is well qualified to assume a position with greater responsibilities.



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#### SECTION C NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness In the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

During the rating period Mr Alkent continued to direct in a highly effective manner the large-scale covert action program carried out by the Branch against the Chilean target, including political action operations, propaganda, economic warfare, black operations and a militant action group. Mr. Kent is uniquely qualified for his present job since he combines an active and imaginative mind with a background of twenty years of operational experience in the Latin American area. He also possesses an unusual degree of fluency in the Spanish language.

In addition to directing the Branch's overall covert action program, Mr. Kent personally handled the majority of the propaganda effort conducted by the Branch. He turned in a very strong performance in originating and coordinating propaganda guidances on the Chilean situation for use in the Western Hemisphere as well as other areas such as Europe. He showed a real flair for spotting propaganda vulnerabilities and then coming up with fresh ideas for the exploitation of these vulnerabilities. He particularly excelled in staying on top of fast breaking situations requiring a steady flow of propaganda

Mr. Kent also conceived and executed the second phase of an effective propaganda operation in the economic field which is designed

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SECTION D	CERTIFICATION AN	ID COMMENTS
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SECTION C (Continued)

NARRATIVE COMMENTS

William M. Kent

government's economic credibility both in Chile and abroad. These efforts undoubtedly have played a role in Chile's increasing difficulties in obtaining badly needed foreign financial assistance.

In the course of his duties Mr. Kent was called upon to meet and handle several key Chileans concerning matters affecting covert operations in Chile. In one case he made the first Agency contact with an important Chilean business leader who will be taken over shortly by the Santiago Station. This individual is a leader of the Chilean private sector which has become of increasing interest to the Station's operations.

Mr. Kent ably supervisied the activities of the two other officers and secretary in his Section during the rating period. In addition to his regular duties, he has frequently been called upon to fill in for the Branch Chief and/or the Deputy Branch Chief during absences of the latter two officers. In all such cases he displayed sound judgment and a thorough grasp of both the FI and CA operations being conducted in Chile.

In conclusion, it should be noted that Mr. Kent has turned in an unusually strong across-the-board performance during the highly active period covered by this report. It has been a real pleasure to have worked with an individual of this high competence and dedication.

SECTION C (Continued)

NARRATIVE COMMENTS

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During the past year Mr. Kent continued to direct the CA Section of the Chile Branch in the same highly effective manner noted in the previous fitness report. In this position he was responsible for directing the Headquarters support for WH Division's largest and most active covert action program. This program is generally credited with having achieved a number of successes during the past year in a wide variety of activities against the Chilean target.

Mr. Kent possesses an unusual combination of talent, language capability and experience that makes him one of the top CA officers in the Division. He is particularly effective in conducting propaganda work and his imaginative exploitation of the Chilean situation has been superb. As a result of his efforts, the Branch has been able to conduct a continuous and effective hemisphere-wide propaganda campaign against the Allende government during the past year. In addition, he has brought in key European stations to assist in this program on numerous occasions.

Among the more significant contributions made by Mr. Kent have been his activities in the economic field. He has successfully carried out a number of operations designed to damage the Allende

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I concur with this evaluation. Subject's ability in the propaganda field particularly is exceptional. Blessed with a fertile imagination, he has an uncanny talent for coming up with an appropriate CA remedy to almost any problem. His knowledge and experience in the CA field is wide and deep, making him undoubtedly one of the best officers in this speciality in the Agency. The Branch is indeed fortunate to have his services.								
1 5 NOV 1972	OFFICIAL TITLE OF REVIEWING OFFIC	Stewart D. Burton						

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# Fitness Report - William M. Kent

# Section D - Comments of Reviewing Official (Continued)

ability to act on his own and get things done, he also has a decided capacity for working as a team member.

While the Outstanding rating necessarily must be assigned sparingly, I believe it is merited in this case. Mr. Kent did a really superb job in the tension-filled days leading to the Chilean coup. His performance and intellectual abilities place him among the top 10% of SA officers in the Division and probably in the Agency.

As far as future assignments are concerned, I believe Mr. Kent is best qualified by experience and personal inclination to handle staff jobs calling for a large measure of political and economic astuteness. The new job he is taking over in the economic section of NH Division will test his talents, but I believe he has the growth potential to rise to positions of even greater responsibility.

SECTION C

NARRATIVE COMMENTS

KENT

operational experience. His ingenuity, originality and flare are balanced by sound common sense and enriched by his sense of humor and personal modesty. Mr. Kent was personally responsible for the creation and implementation of two important Division programs - one in the political action field and the other in the propaganda field, which were designed to influence foreign attitudes toward the Allende Government and to dissuade foreign governments from providing economic assistance to Chile. These programs were highly successful, and since the same techniques can be applied in support of the new Chilean military government, the programs are being retained and hopefully will continue to produce results which make an important contribution to the achievement of U.S. policy objectives.

Mr. Kent continued to supervise the SA Section in the same highly effective manner noted in previous efficiency reports. He also continued to meet and handle several key Chileans, including a top civilian adviser to the new Chilean government. He put in long hours, working eleven or twelve hours a day during crisis periods.

Mr. Kent's transfer to the economic section of WH Division will enable him to make fuller use of his talents in the specialized and important field of economic intelligence, in which he has a particular interest. It is, however, a severe loss to the Branch, which has benefited immeasurably from his imaginative yet level-headed approach to operational problems and challenges. He is much liked as well as respected by Branch 6 personnel and has contributed greatly toward maintaining the high morale and effectiveness of the Branch as a whole.

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NOTIFICATION O	2. DATE OF BIRTH		
WILLIAM M. SENT	4. DATE OF BIRTY	3. JOURNAL OR ACTION NO.	4. DATE
This is a second	9 May 1929		9 Oct 1956
This is to notify you of the following action affecting your emply.  5. NATURE OF ACTION (USE STANDARD TRANSPOLORY)			<u> </u>
Resignation (Staff Agent)*	6. EFFECTIVE DATE	7. CIVIL SERVICE OF 10 .1	LEGAL AUTHORITY
1.18011(7)	7 Øst 1956	50 USCA 403	j
FROM		TO	
GS-0136.51-11 \$6390 p/a	TIONTITLE		
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22. SIGNATURE OR OTHER AUTHENTICATION

## ENTRAL INTELLIGENCE AGENC

NOTIFICATION CHE-BISS-RESONE CILEN NAME. INITIAL(S). AND ST	********	2. DATE OF	BIRTH	3. JOURNAL OR ACTION NO	4 DAYE
IR. WILLIAM N. KENT 15	9198	9 May	1929		R Out south
This is to notify you of the following action affecting.	your employn	tent:			8 Oct 1956
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C-8 10/11/56

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SECRET (WHEN FILLED IN) 4. FUNOS 5. ALLOTHENY ASSIGNED DRIGAN. EMP SERIAL NO V-20 DDP/WH KENT, WILLIAM M. 159198 NEW SALARY RATE EFFECTIVE DATE OLD SALARY RATE SALARY LAST EFFECTIVE DATE STEP GRADE 80 SALARY SIEP DA. GRADE MO \$ 6605. 29 57 12 2 56 11 01 07 \$6390. 1 11 REMARKS CERTIFICATION I CERTIFY THAT THE SERVICE AND CONDUCT OF THE ABOVE NAMED EMPLOYEE ARE SATISFACTORY. SIGNATURE OF SUPERVISOR DATE TYPED OR PRINTED. NAME OF SUPERVISOR Robert W 28 Feb 58 ROBERT N. DAHLGREN PERIODIC STEP INCREASE - CERTIFICATION PERSONNEL FOLDER SECRET

TOWN NO. 560

		FITNE	SS REPORT				
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SECTION B	- 3 Dec 7		02 Janua				
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SECTION C		PERFORMANO	E EVALUATIO	N			1
U-Unsatisfactory	Performance is unac could range from co or proposed in Secti	ceptable. A rating in this cate unseling, to further training, to ion D.	gory requires immedi placing on probatio	ate and positive remed n, to reassignment or t	ial action. The no to separation. De	ature of scribe a	the action
M-Marginal	Performance la defici	lent in some aspects. The reaso	ns for assigning this	rating should be stated	i in Section D on	nd remed	dial actions
P-Proficient 5-Strong	Performance is agrical	lactory. Desired results are bel scierized by exceptional profici	ng produced in the	manner expected.			
O-Outstanding		ceptional in relation to requiren		in comparison to the	performance of o	others do	ing similar
		SPECIF	IC DUTIES				
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FORM 45 DESCRETE PREVIOUS

CLASSIFICATION

E2, IMPDET CL BY 05 4854

Bill, many thanks, and good luck to you in your new career.

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arcate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining tuture petsonnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, poace, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper. This report covers approximately five and one half months since I submitted the last report on Mr. Kent. Unfortunately, and I do mean unfortunately, it will be the last fitness report written on Mr. Kent because he has elected to retire on 30 June 1978. Although his retirement was just around the corner, Mr. Kent did not slacken his pace. On the contrary, in the last four months the NOC Branch has been besieged with a myriad of statistical reports from DDO management. Had it not been for the legendary meticulousness of Mr. Kent, coupled with his excellent tribal memory, the NOC Branch would have been hard-pressed to come up as promptly and as efficiently with the figures and facts as was the case. Much of it Mr. Kent and his staff had to accomplish while he was acting for me while I was on a 4 week TDY. He definitely excelled at running the branch during these four weeks. In closing I would like to say that CIA is losing one of its finest officers in Mr. Kent. This may not be the proper vehicle for making the following statement, but I would like to state nevertheless and without any equivocation whatsoever, that seldom in my career of 31 did I receive the kin

Mr. Kent during the	past 13 months	and loyal	counsel	receive	d from
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E-2, IMPDET CL. BY: 010026



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KENT, William M.		13 July 1951
Appointment		27 December 51
	FROM	To
ITLE		Clupin
		Administrative Clerk, GS-
RADE AND SALARY		GS-5, \$3100.00 per annum
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William M. P	KENT	DATE
NATURE OF ACTION  Transfer		10 January 1952
Transfer	COOM.	3 February 1952
TITLE	FROM	70
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OFFICIAL STATION	Guayaquil, Ecuador	Maracaibo, Venezuela 3530
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William M. KET	Įm	DATE
NATURE OF ACTION		30 April 1952
Transfer and F		11 May 1952
	FROM	TO
TITLE	Admin. Clerk, CS-5	Intell. Asst, GS-5
GRADE AND SALARY	GS-5, \$3410.00 per annum	GS-5, \$3410.00 per annum
OFFICE	786-	
DIVISION	THE WH	VH.
BRANCH	Branch I	Branch I
OFFICIAL STATION	Maraceibo, Venezuela	Curacac, N.W.I. 3515
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16-07829-2

### CONFIDENTIAL

28 JUN 1978

MEMORANDUM FOR: Director of Personnel

FROM

Kenneth Corbat

Chief, Retirement Affairs Division

SUBJECT

Recommendation for Involuntary Retirement -

Mr. William M. Kent

1. This memorandum submits a recommendation for your approval in paragraph 3.

2. The employee named above has been proposed by the Career Service concerned for involuntary retirement under the provisions of Headquarters Regulation 20-50j. This employee has been declared excess to the manpower requirements of his Directorate.

Grade: GS-15 Career Service Position: Operations Officer

Operations

Office/Division Office of External Development

Date Proposed for Retirement: 30 June 1978

Age at that Date Age at that Date : 49
Years of Creditable Service : 27

Years of Agency Service : Years of Qualifying Service : : 26

3. The Career Service and the CIA Retirement Board recommended that this proposal be approved.

18/ Kenneth Corbot

The recommendation contained in paragraph 3 is approved:

Suspine to the fire principle

Director of Personnel

S. 40.

Date

Distribution:

0 - Return to ROB

1 - Applicant 1 - OPF

1 - ROB Soft File 1 - ROB Reader

CONFIDENTIAL

E. PLIMPEET CL BY 909676

OP/RAD/ROB/Strawson:cs/3777 (26 June 19 )

3589A 13-772

2 - AUC 1072

Dear Mr. Kent:

As you bring to a close your active career of service with the Central Intelligence Agency, I want to express appreciation for the many contributions you made to our Government and to the Agency.

Your service both domestically and in Latin America was characterized by a high degree of professionalism. The consistently fine performance which you exhibited during your career of over 26 years set an example for your associates.

I note that you received a number of Letters of Commendation and that twice you were swarded a Quality Step Increase in recognition of your sustained superior performance. Your record of accomplishment should be a lasting source of pride and satisfaction to you.

I want to join your many friends and colleagues in wishing you every success and enjoyment in the years ahead.

Yours sincerely,

STANSFIELD TURNER

Mr. William M. Kent 836 Van Buren Street Herndon, Virginia 22070

Distribution: 0-Addressee 1-OPE

Originator: Director of Personnel

OP/RAD/ROB/SELawson:mn(14 August 1978)

9 Jan 1979

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MEMORANDUM FOR THE RECORD

SUBJECT: Retirement - Kent, William M. effective 30 June 1978

- 1. The retirement of Subject, effected as a result of a memorandum from the Head of his Career Service stating that he is surplus to the needs of the Service and that his retirement will be recommended under the provisions of the CIA Retirement and Disability System pertaining to involuntary retirement, in no way implies an adverse action. Subject voluntarily opted for involuntary retirement under CIARDS to qualify for an immediate retirement annuity.
- Any inquiry received concerning the nature of the separation of Subject from the Agency should be confirmed simply as a retirement.

Kunuth Chbal
Kenneth Corbat
Chief
Retirement Affairs Division

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Official Personnel Folder

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Mr. Kent has also served as the field representative for a Latin America Division funding and cover mechanism. Mr. Kent's past service in a nonofficial cover status has well qualified him for his present Headquarters assignment at a time when nonofficial cover is taking on even greater significance in Agency operational planning.

- c. Personal characteristics and qualifications. In fulfilling his various responsibilities, Mr. Kent has demonstrated that he is imaginative, perceptive, energetic, and a person of sound, independent judgment. He is extremely versatile and has a first-rate mind. Invariably, when a crisis situation arose and talent had to be mobilized within the Division, Mr. Kent was one of the first officers whose name came to mind. He writes quickly and with a polished style. During the past year, he was called upon on two occasions to draft papers concerning Agency involvement in Chile which were used by the Director and the Deputy Director for Operations in their presentations before the Senate Select Committee. Mr. Kent speaks and writes fluent Spanish in addition to speaking very good Italian and some French.
- 2. Mr. Kent meets all of the general and specific criteria for promotion within his category. He has a total of 24 years of Agency service, of which 23 years have been involved with operations. He has served overseas tours in Panama City and Caracas in addition to his domestic assignments in New Orleans, Miami, and Washington, D.C. He has successfully developed and managed new programs in the Covert Action and the Nonofficial Cover fields in which he is presently engaged. Mr. Kent is a man of enormous energy who is eager to take on challenging assignments. He has yet to reach his peak within the Agency. Mr. Kent has demonstrated that he is an effective supervisor, having served as Desk Chief, Acting Branch Chief, and Section Chief.
- 3. Mr. Kent is entering into competition for promotion carrying the strong recommendation of this Division as well as that of CMG/NOC. His rotational tour with the Nonofficial Cover Branch will end in July 1977. Because of family medical reasons, Mr. Kent is presently subject to a medical hold. Upon completion of his tour with CMG/NOC, he will return to the Latin America Division with a projected assignment in a senior staff position.

Richard S. Sampson Chief Latin America Division

4 UAR 1979

MEMORANDUM FOR: Chairman, GS-14 Evaluation Board

SUBJECT: Recommendation for Promotion to Grade GS-15, William M. Kent

1. This memorandum recommends the promotion of Mr. William M. Kent from GS-14 to GS-15. Mr. Kent is a 46-year old Operations Specialist who has been in grade since December 1968.

- a. Performance in current grade. During the seven years that Mr. Kent has been in grade, he has served as a case officer assigned to the Washington Base of the Foreign Resources Division and, in the Latin America Division, as Chief of the Peruvian Desk, Chief of Covert Action activities for the Chile Branch, and Deputy Special Assistant in the Economic Intelligence Collection and Cperations Staff. Since August 1974, Mr. Kent has been serving on a rotational tour with the Nonofficial Cover Branch of the Career Management Group (CMG/NOC). Mr. Kent has occupied a series of increasingly important positions since his assignment to Headquarters in 1970. During his tenure in the Chile Branch he was personally responsible for developing two important programs -- one in the political action field and the other in the propaganda field -- which were designed to influence foreign attitudes towards the Allende regime in Chile. These programs were highly successful. He received overall Outstanding ratings in his Fitness Reports for the period 1972-73 and for his work with CMG/NOC in 1975. Mr. Kent received a Quality Step Increase in 1974.
- b. Potential. Throughout his Agency career Mr. Kent has demonstrated that he can assume broader and increased responsibilities and perform effectively in challenging situations. His special strengths lie in the Covert Action and Nonofficial Cover fields. He has distinguished himself in his ability to apply imaginative solutions to operational problems involving Covert Action. In particular, he is noted for his work in exploiting the discovery of the Cuban arms cache in Venezuela in 1963, and to support U.S. actions during the January 1964 riots in Panama and the April 1964 revolt in the Dominican Republic.

E2, IMPDET CL BY 018952 6. Kent has been in his present grade for the past seven years. He has clearly earned, and I strongly recommend that he be considered for, promotion to GS-15.

Harris Greene Chief

Nonofficial Cover Branch

CONCUR:

Chief, Career Management Group

- 3. The above has been accomplished in addition to Kent's initially assigned responsibilities for close support of the NOC programs of two very active divisions, Latin America and Africa. This task calls for experienced and tactful direct cooperation with the NOC referents and senior operations officers in the divisions concerned. Ordinarily, such area division NOC responsibility would be a full-time job for an officer of this Branch. Kent handles this assignment, as well as his development of the referrals program, with dispatch and poise.
- 4. Kent's recent fitness reports will indicate his outstanding qualities. They include an enormous and enthusiastic capacity for work, a fine and precise writing ability, a genuinely rare imagination and a willingness to move far beyond the daily work requirements to get his job done, or to increase the value of his assigned task. This officer is constantly on the move to devise new and effective means of enhancing the nonofficial cover program. He has proven a patient and sympathetic guidance counsellor for numbers of officers either in the NOC program or those interested in it. It is to his credit primarily that we have created the referrals system which not only coordinates the reassignment of NOC personnel across division lines to appropriate new areas and opportunities, but also serves as a central clearing house for personalities who indicate interest in working for CIA in an non-staff capacity.
- 5. Kent's primary area of operational experience has been Latin America, including years of NOC officer status. A look at his file reveals over a half dozen commendations for unusual service and initiative. Linguistically he speaks native Spanish, very good Italian and some French. He has a supervisory ability far above the average, and has a highly developed diplomatic skill in his pursuit of new operational and staff goals which has stood him well on countless occasions. He is a harmonious and cooperative work colleague. Clearly he is a most unusual operations officer who has mastered staff skills and abilities to the point where he is capable of taking on a wide spectrum of future field or Headquarters assignments.

23 December 1975

MEMORANDUM FOR: Chief, Career Management Group

VIA : Chief, Latin America Division

SUBJECT : Mr. William M. Kent, Recommendation for Promotion

1. Mr. Kent has been on a rotational assignment to the Nonofficial Cover Branch from Latin America Division since August 1974. From the outset, he has displayed a most impressive ability to switch gears from his natural operational initiatives and to focus that initiative into his staff officer role. His rapid absorption of management and personnel principles and problems, with especial emphasis on the non-official cover program of the Directorate, has been remarkable even in an officer with his experience.

2. Specifically, Kent's innovative and imaginative drive has, in a relatively short period of time, enabled the Branch to create a NOC referrals section headed by him, in which he has become a principal DDO coordinator for hundreds of leads involving job applicants which are derived from letters written to the Agency, from our field recruiters, from the CT program, our management skills bank, and other sources. He has created, in his development of this referrals system, a language and job skills record of available applicants who do not fit any specific Agency criterion such as the Career Trainee program. Under his guidance, referrals files are prepared on specific applicants and are forwarded to all DDO components which he knows would be interested in the specific candidate. He handles all replies and indications of interest, and arranges that candidates of interest are cleared, contacted, interviewed, and assessed. Often he handles the contacting, interviewing and assessment himself. In its first full year of operation, his referrals system has assisted in placing impressive candidates in a variety of DDO field assignments.

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PERSONNEL AND TRAINING: Responsible for the screening of personnel for assignment to desk, branch or staff; organized special Headquarters operational programs requiring the selection of personnel, the formulation and execution of training seminars, and direction of field administration; managed personnel matters and devised and instituted new systems and programs for spotting, selecting, recruiting, training and assigning personnel; provided career development guidance and counseling to Agency personnel. On occasion, was called on to lecture to training classes. During off-duty hours, gave classes in Spanish and Italian.

RESEARCH AND ANALYSIS: In all phases of career, have conducted intelligence, political and economic research and analysis in support of operational activities.

EDUCATION: USAFI, Latin American Institute (New York), Mexico City College (Mexico). Emphasis on international affairs, international trade, journalism, public relations and advertising, languages. Numerous CIA-sponsored courses and seminars on varying aspects of management (MBO, EFO, etc.), economics, security, and other topics related to the intelligence craft.

TRAVEL AND FOREIGN LANGUAGES: Periods of residence and travel in Europe (as a child), Japan, and Latin America. Extensive travel in the United States. Fluent in Spanish and Italian, slight capability in German and French.

#### PERSONAL:

#### Community Service:

- ---Active in Little League, Cub Scouts, Boy Scouts ---Officer and President of PTA
- --- Fourteen years in Rotary International, variously as member of the Board of Directors, Committee Chairman, Vice President and President
- --- Founder, later President, Vice-president of town-wide citizens association
- --- Served on number of civic and mayoral committees

#### Interests:

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#### Other:

Age: 48 Married, 5 children (ages 22, 25, 24)

#### RESUME

William M. Kent 535 Van Buren Street Fartion, Virginia 22050

SUMMARY OF BACKGROUND: U.S. Army (1946-1948). Department store manager-trainee, El Salvador, Central America (1950-1951). Twenty-six years as an intelligence officer with the Central Intelligence Agency, covering progressively higher-level assignments in Latin America, Washington, D.C. and other domestic locations. Varied experience in both operational and staff assignments in areas of management, personnel recruitment and training, intelligence collection, liaison, propaganda and political action, field investigations.

OPERATIONS: Selected, assessed, recruited and trained operational assets in the field for intelligence collection purposes. Initiated and developed productive liaison and social connections with foreign political, military and business personalities, in almost all cases using foreign languages. Sent on special assignments to conduct onthe-spot field investigations, collected material evidence and corroborated suspicions. Organized, instituted and supervised individual, regional and world-wide propaganda and political action programs in response to high level directives and in consonance with U.S. policy objectives. Much of this work required a thorough knowledge and understanding of the psychology, culture, aspirations and motivation of foreign individuals and peoples in order to influence them, through verbal as well as written means, from one point of view or ideological preference, to another. Essential to the work were imagination, innovation and drive, as well as a complete understanding of a given subject, a knowledge of journalism and other media, and well-developed writing and verbal skills. Assignments required a willingness and ability to assume effectively and convincingly, a variety of roles; have-served as a graduate student, an author, an American diplomat serving in an Embassy abroad, as the head of a voluntary organization, as a businessman, etc.

MANAGEMENT: In Washington headquarters and in the field, served in numerous middle level and senior management positions; have had responsibility for a 26-person operational branch; as a desk chief for overseas stations; as the responsible officer for major political action and propaganda operations; as recruiter and manager of human sources of intelligence; as liaison officer to high level exile and indigenous personalities; as a staff section chief, staff deputy chief, and staff acting chief; and as the deputy of a special assistant to a very senior Agency officer. Responsible for evaluating the work of subordinate personnel and for support and assistance to promotion panels. Planned, disbursed and accounted for operational budgets of up to several millions of dollars.

NO SECURITY OBJECTIONS

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RESUME

William M. Kent 836 Van Buren Street Herndon, Virginia Telephone: Home - (703) 437-3162 Office -(703) 351-4104

SUNMARY OF BACKGROUND: U.S. Army (1946-1948). Department store manager-trainee, El Salvador (1950-1951). Twenty-six years (1952-1978) of experience as an officer with the Central Intelligence Agency, covering a variety of operational and staff assignments. domestic and foreign, ranging from intelligence collection, to propaganda and political action, to administration, personnel recruitment and training, and career management. Hold active Top Secret clearance.

EDUCATION: USAFI, Latin American Institute (New York), Mexico City College (Mexico). Emphasis on international affairs, international trade, journalism, public relations and advertising, languages. Numerous CIA-sponsored courses and seminars on varying aspects of management, security, economics, EEO, and other topics related to the intelligence craft.

TRAVEL AND FOREIGN LANGUAGES: Periods of residence in Europe, Panama, Venezuela, El Salvador. Travel to Cuba, Chile, Peru, Guatemala, Nicaragua, Mexico. Extensive travel in the United State. Fluent in Spanish and Italian, slight capability in German and French

#### PERSONAL:

#### Community Service:

- ---Active in Little League, Cub Scouts, Boy Scouts
  ---Officer and President of PTA
- ---Fourteen years in Rotary International, variously as member of the Board of Directors, Committee Chairman, Vice President and President
- --- Founder, later President, Vice-president of townwide citizens association
- --- Served on number of civic and mayoral committees

#### Interests:

International affairs, writing, fishing and outdoors, gardening, etc.

#### Other:

Age: 48 Married, 3 children (ages 22, 23, 24)

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Mr. Kent has also served as the field representative for a Latin America Division funding and cover mechanism. Mr. Kent's past service in a nonofficial cover status has well qualified him for his present Headquarters assignment at a time when nonofficial cover is taking on even greater significance in Agency operational planning.

- c. Personal characteristics and qualifications. In fulfilling his various responsibilities, Mr. Kent has demonstrated that he is imaginative, perceptive, energetic, and a person of sound, independent judgment. He is extremely versatile and has a first-rate mind. Invariably, when a crisis situation arose and talent had to be mobilized within the Division, Mr. Kent was one of the first officers whose name came to mind. He writes quickly and with a polished style. During the past year, he was called upon on two occasions to draft papers concerning Agency involvement in Chile which were used by the Director and the Deputy Director for Operations in their presentations before the Senate Select Committee. Mr. Kent speaks and writes fluent Spanish in addition to speaking very good Italian and some French.
- 2. Mr. Kent meets all of the general and specific criteria for promotion within his category. He has a total of 24 years of Agency service, of which 23 years have been involved with operations. He has served overseas tours in Panama City and Caracas in addition to his domestic assignments in New Orleans, Miami, and Washington, D.C. He has successfully developed and managed new programs in the Covert Action and the Nonofficial Cover fields in which he is presently engaged. Mr. Kent is a man of enormous energy who is eager to take on challenging assignments. He has yet to reach his peak within the Agency. Mr. Kent has demonstrated that he is an effective supervisor, having served as Desk Chief, Acting Branch Chief, and Section Chief.
- 3. Mr. Kent is entering into competition for promotion carrying the strong recommendation of this Division as well as that of CMG/NOC. His rotational tour with the Nonofficial Cover Branch will end in July 1977. Because of family medical reasons, Mr. Kent is presently subject to a medical hold. Upon completion of his tour with CMG/NOC, he will return to the Latin America Division with a projected assignment in a senior staff position.

Richard S. Sampson Chief Latin America Division MEMORANDUM FOR: Chairman, GS-14 Evaluation Board

SUBJECT: Recommendation for Promotion to Grade GS-15, William M. Kent

1. This memorandum recommends the promotion of Mr. William M. Kent from CS-14 to GS-15. Mr. Kent is a 40-year old Operations Specialist who has been in grade since December 1968.

- a. Performance in current grade. During the seven years that Mr. Kent has been in grade, he has served as a case officer assigned to the Washington Base of the Foreign Resources Division and, in the Latin America Division, as Chief of the Peruvian Desk, Chief of Covert Action activities for the Chile Branch, and Deputy Special Assistant in the Economic Intelligence Collection and Operations Staff. Since August 1974, Mr. Kent has been serving on a rotational tour with the Nonofficial Cover Branch of the Career Management Group (CMG/NOC). Mr. Kent has occupied a series of increasingly important positions since his assignment to headquarters in 1970. During his tenure in the Chile Branch he was personally responsible for developing two important programs -- one in the political action field and the other in the propaganda field -- which were designed to influence foreign attitudes towards the Allende regime in Chile. These programs were highly successful. He received overall Outstanding ratings in his Fitness Reports for the period 1972-73 and for his work with CMG/NOC in 1975. Mr. Kent received a Quality Step Increase in 1974.
- b. Potential. Throughout his Agency career Mr. Kent has demonstrated that he can assume broader and increased responsibilities and perform effectively in challenging situations. His special strengths lie in the Covert Action and Nonofficial Cover fields. He has distinguished himself in his ability to apply imaginative solutions to operational problems involving Covert Action. In particular, he is noted for his work in exploiting the discovery of the Cuban arms cache in Venezuela in 1963, and to support U.S. actions during the January 1964 riots in Panama and the April 1964 revolt in the Dominican Pepublic.

12, IMPDET CL BY 018952 6. Kent has been in his present grade for the past seven years. He has clearly earned, and I strongly recommend that he be considered for, promotion to GS-15.

Harris Greene
Chief

Nonofficial Cover Branch

CONCUR:

Chief, Career Management Group

- 3. The above has been accomplished in addition to Kent's initially assigned responsibilities for close support of the NOC programs of two very active divisions, Latin America and Africa. This task calls for experienced and tactful direct cooperation with the NOC referents and senior operations officers in the divisions concerned. Ordinarily, such area division NOC responsibility would be a full-time job for an officer of this Branch. Kent handles this assignment, as well as his development of the referrals program, with dispatch and poise.
- 4. Kent's recent fitness reports will indicate his outstanding qualities. They include an enormous and enthusiastic capacity for work, a fine and precise writing ability, a genuinely rare imagination and a willingness to move far beyond the daily work requirements to get his job done, or to increase the value of his assigned task. This officer is constantly on the move to devise new and effective means of enhancing the nonofficial cover program. He has proven a patient and sympathetic guidance counsellor for numbers of officers either in the NOC program or those interested in it. It is to his credit primarily that we have created the referrals system which not only coordinates the reassignment of NOC personnel across division lines to appropriate new areas and opportunities, but also serves as a central clearing house for personalities who indicate interest in working for CIA in an non-staff capacity.
- 5. Kent's primary area of operational experience has been Latin America, including years of NOC officer status. A look at his file reveals over a half dozen commendations for unusual service and initiative. Linguistically he speaks native Spanish, very good Italian and some French. He has a supervisory ability far above the average, and has a highly developed diplomatic skill in his pursuit of new operational and staff goals which has stood him well on countless occasions. He is a harmonious and cooperative work colleague. Clearly he is a most unusual operations officer who has mastered staff skills and abilities to the point where he is capable of taking on a wide spectrum of future field or Headquarters assignments.

23 December 1975

MEMORANDUM FOR: Chief, Career Management Group

VIA : Chief, Latin America Division

SUBJECT : Mr. William M. Kent, Recommendation for Promotion

1. Mr. Kent has been on a rotational assignment to the Nonofficial Cover Branch from Latin America Division since August 1974. From the outset, he has displayed a most impressive ability to switch gears from his natural operational initiatives and to focus that initiative into his staff officer role. His rapid absorption of management and personnel principles and problems, with especial emphasis on the non-official cover program of the Directorate, has been remarkable even in an officer with his experience.

2. Specifically, Kent's innovative and imaginative drive has, in a relatively short period of time, enabled the Branch to create a NOC referrals section headed by him, in which he has become a principal DDO coordinator for hundreds of leads involving job applicants which are derived from letters written to the Agency, from our field recruiters, from the CT program, our management skills bank, and other sources. He has created, in his development of this referrals system, a language and job skills record of available applicants who do not fit any specific Agency criterion such as the Career Trainee program. Under his guidance, referrals files are prepared on specific applicants and are forwarded to all DDO components which he knows would be interested in the specific candidate. He handles all replies and indications of interest, and arranges that candidates of interest are cleared, contacted, interviewed, and assessed. Often he handles the contacting, interviewing and assessment himself. In its first full year of operation, his referrals system has assisted in placing impressive candidates in a variety of DDO field assignments.

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PERSONNEL AND TRAINING: Responsible for the screening of personnel for assignment to desk, branch or staff; organized special Headquarters operational programs requiring the selection of personnel, the formulation and execution of training seminars, and direction of field administration; managed personnel matters and devised and instituted new systems and programs for spotting, selecting, recruiting, training and assigning personnel; provided career development guidance and counseling to Agency personnel. On occasion, was called on to lecture to training classes. During off-duty hours, gave classes in Spanish and Italian.

RESEARCH AND ANALYSIS: In all phases of career, have conducted intelligence, political and economic research and analysis in support of operational activities.

EDUCATION: USAFI, Latin American Institute (New York), Mexico City College (Mexico). Emphasis on international affairs, international trade, journalism, public relations and advertising, languages. Numerous CIA-sponsored courses and seminars on varying aspects of management (MBO, EFO, etc.), economics, security, and other topics related to the intelligence craft.

TRAVEL AND FOREIGN LANGUAGES: Periods of residence and travel in Europe (as a child), Japan, and Latin America. Extensive travel in the United States. Fluent in Spanish and Italian, slight capability in German and French.

#### PERSONAL:

#### Community Service:

- ---Active in Little League, Cub Scouts, Boy Scouts ---Officer and President of PTA
- --- Fourteen years in Rotary International, variously as member of the Board of Directors, Committee Chairman, Vice President and President
- --- Founder, later President, Vice-president of town-wide citizens association
- --- Served on number of civic and mayoral committees

### Interests:

24, 167 Puga 1724

### Other:

Age: 48 Married, 5 children (ages 22, 25, 24)

### RESUME

William M. Kent 331 Van Buren Street Pool on Van Inio 22016

SIMMARY OF BACKGROUND: U.S. Army (1946-1948). Department store manager-trainee, El Salvador, Central America (1950-1951). Twenty-six years as an intelligence officer with the Central Intelligence Agency, covering progressively higher-level assignments in Latin America, Washington, D.C. and other domestic locations. Varied experience in both operational and staff assignments in areas of management, personnel recruitment and training, intelligence collection, liaison, propaganda and political action, field investigations.

OPERATIONS: Selected, assessed, recruited and trained operational assets in the field for intelligence collection purposes. Initiated and developed productive liaison and social connections with foreign political, military and business personalities, in almost all cases using foreign languages. Sent on special assignments to conduct onthe-spot field investigations, collected material evidence and corroborated suspicions. Organized, instituted and supervised individual, regional and world-wide propaganda and political action programs in response to high level directives and in consonance with U.S. policy objectives. Much of this work required a thorough knowledge and understanding of the psychology, culture, aspirations and motivation of foreign individuals and peoples in order to influence them, through verbal as well as written means, from one point of view or ideological preference, to another. Essential to the work were imagination, innovation and drive, as well as a complete understanding of a given subject, a knowledge of journalism and other media, and welldeveloped writing and verbal skills. Assignments required a willingness and ability to assume effectively and convincingly, a variety of roles; have served as a graduate student, an author, an American diplomat serving in an Embassy abroad, as the head of a voluntary organization, as a businessman, etc.

MANAGEMENT: In Washington headquarters and in the field, served in numerous middle level and senior management positions; have had responsibility for a 26-person operational branch; as a desk chief for overseas stations; as the responsible officer for major political action and propaganda operations; as recruiter and manager of human sources of intelligence; as liaison officer to high level exile and indigenous personalities; as a staff section chief, staff deputy chief, and staff acting chief; and as the deputy of a special assistant to a very senior Agency officer. Responsible for evaluating the work of subordinate personnel and for support and assistance to promotion panels. Planned, disbursed and accounted for operational budgets of up to several millions of dollars.

NO SECURITY OBJECTIONS

CS FARS
28 April 8

#### RESUME

William M. Kent 836 Van Buren Street Herndon, Virginia Telephone: Home - (703) 437-3162 Office - (703) 351-4104

SUNMARY OF BACKGROUND: U.S. Army (1946-1948). Department store manager-trainee, El Salvador (1950-1951). Twenty-six years (1952-1978) of experience as an officer with the Central Intelligence Agency, covering a variety of operational and staff assignments, domestic and foreign, ranging from intelligence collection, to propaganda and political action, to administration, personnel recruitment and training, and career management. Hold active Top Secret clearance.

EDUCATION: USAFI, Latin American Institute (New York), Mexico City College (Mexico). Emphasis on international affairs, international trade, journalism, public relations and advertising, languages. Numerous CIA-sponsored courses and seminars on varying aspects of management, security, economics, EEO, and other topics related to the intelligence craft.

TRAVEL AND FOREIGN LANGUAGES: Periods of residence in Europe, Panama, Venezuela, El Salvador. Travel to Cuba, Chile, Peru, Guatemala, Nicaragua, Mexico. Extensive travel in the United State: Fluent in Spanish and Italian, slight capability in German and Fren.

### PERSONAL:

#### Community Service:

- ---Active in Little League, Cub Scouts, Boy Scouts
  ---Officer and President of PTA
- --- Fourteen years in Rotary International, variously as member of the Board of Directors, Committee Chairman, Vice President and President
- --- Founder, later President, Vice-president of townwide citizens association
- ---Served on number of civic and mayoral committees

#### Interests:

International affairs, writing, fishing and outdoors, gardening, etc.

#### Other:

Age: 48 Married, 5 children (ages 22, 23, 24)

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CONFIDENTIAL

10200 No.

MEMORANDUM FOR: Mr. William Kent

VIA : Chief, Western Hemisphere Division

**SUBJECT** : Personnel Evaluation Panel Service

1. The Chairman of the Nonofficial Cover Board has reported to me on your recent service on the NOC Board Sub-Panel for the FY 1974 Personnel Evaluation of officers at the GS-12 level.

2. I take this means to thank you for this important service and to express my hope that it was as valuable an experience for you as it has been for many of your colleagues in the past. The continuing and unstinting contributions being made by persons such as you are helping the Directorate and the Agency not just in improved personnel evaluation but also in markedly enhancing our use of our most valuable asset. asset.

William E. Nelson
Deputy Director for Operations

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# CONFIDENTIAL

MEMORANDUM FOR: William M. Kent

SUBJECT : Quality Step Increase

- 1. My congratulations on the award to you of a Quality Step Increase. This award is in recognition of superior sustained performance and reflects great credit on you and the job you have been doing.
- 2. I am confident that your future performance will be of continuing high quality.

With personal best wishes,

William E. Nelson Deputy Director for Operations

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5 December 1975

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MEMORANDUM FOR THE RECORD

SUBJECT: Commendation of Mr. William Kent

During the last five mouths I have turned to Mr. Kent on two occasions to help the Latin America Division in connection with Senate Select Committee's investigation of covert action in Chile. When confronted with a need to produce a paper on Chile in a short timeframe, I instinctively turned to him. It was not only because he had expertise on Chile, due to service in the Chile Branch, but because he is highly skilled in written presentation. He organizes his material well and presents it in a lucid, highly readable manner. On the first occasion, he helped us prepare a paper that was eventually used by the Director in his presentation before the Senete Select Committee on 14-15 July. On the second occasion his contribution was used by the DDO in his appearance before the Senate Select Committee on 28 October. Both of these papers were excellent and have withstoood critical scrutiny.

Aside from Mr. Kent's ability to write I would like to take this occasion to record my overall high esteem for Mr. Kent as a professional and as a person. I have always considered him to be one of our more able and promising officers. His dadication is exemplary; he has spent untold extra hours of his time carrying out his duties. He has good judgment and common sense. Mr. Kent has a very attractive personality and excellent personal presence. From all standpoints he is an excellent officer that deserves to move ahead in the organization. I am convinced he has the ability and potential to do so.

signed Reymond A. Larren

Raymond A. Warren Deputy Chief Latin America Division

cc: <C/CMG/NOC C/LA/PEMS

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7 APR 1967

William on kent

MEMORANDUM FOR: Secretary, CSCS Agent Panel

SUBJECT

: Recommendation for Promotion to

Grade GS-14 -

William on Kint and Staff Since July 1966, has been involved in Latin American area activities since coming with the Agency in 1951. Over the years he has developed an unusually thorough understanding of the political, social and economic realities of the area built on residence there before and after his entrance into the Agency. His fluency in Spanish has complimented this area knowledge and contributed to the superior performance which has

characterized his work for this Division over the years.

2. The ability to apply imaginative solutions to operational problems in the CA field has been outstandingly demonstrated by during numerous crises in the area. On the occasion of the discovery of the Cuban arms cache in November 1963, the January 1964 riots in Panama, the April 1965 revolution in the Dominican Republic, and numerous other smaller crises situations, high degree of initiative and professional competence in developing and coordinating covert action efforts in support of Agency objectives.

Prior to becoming a Staff s constructive analyses of the Division's covert action activities have made a significant contribution to the development of a more effective operational program. In his present unofficial cover assignment he has continued to demonstrate a typically energetic, imaginative and enthusiastic operational approach. His current assignment is, and others in the past were, at the level of GS-14 and his promotion to GS-14 is strongly recommended by this Division.

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Chief Western Hemisphere Division

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. FUNDS

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DATE PREPARED

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LEGAL AUTHORITY (Completed by Office of Personnel)

DATE APPROVED

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MEMORANDUM FOR: Chief, Contract Personnel Division

SUBJECT

The Clandestine Services Agent Panel has approved the reassignment of ________ to DO/Washington, D. C. Nonofficial Cover Premium Pay (NCPP) should be terminated the effective date of this reassignment.

Dwight M. Collins
Secretary, Agent Panel

William on Kent

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30 January 1970

MEMORANDUM FOR: WHYPERS

THROUGH : CS2S/Agent Panel

HH/SS

ATTENTION

: Carroll Hauver

SUBJECT

William Kent

: Request to Payroll . as Staff Employee Special

REFERENCE

: Memorandum from C/WH dtd 26 January 1970 entitled

The referent memorandum approved by Chairman, Agent The referent memorandum approved by unairman, agent Panel, requested that be converted to a staff employee with full access to the headquarters building. Since will remain under non-official cover, it is requested that WH Division initiate action to place in the Staff Employee Special category to avoid interruption of his payrolling by a devised facility cover untity.

> Williard F. Burke C/CCS/OFB

CROUP #

DATE PREPARED REQUEST FOR PERSONNEL ACTION 2 February 1970 1 SERIAL NUMBER 2 NAME (Lass-First-Middle) KENT, WILLIAM 059198 5 CATEGORY OF EMPLOYMENT 3 NATURE OF PERSONNEL ACTION A EFFECTIVE DATE PEQUESTED 08 | 70 EXCEPTED APPOINTMENT 02 REGULAR FINANCIAL ANALYSIS NO. CHARGEABLE B LEGAL AUTHORTY | Completed by Office of Personnels V TO V CF TO CF CF TO V 0135 0620 P. OPGANIZATIONAL DESIGNATIONS TO LOCATION OF OFFICIAL STATION DDP/WH BRANCH 3 WASHINGTON, D.C. PERU SECTION IT POSITION TITLE 13 CAREER SERVICE DESIGNATION 1391 OPS OFFICER 14 CLASSIFICATION SCHEDULE (G5 LB, HC) 15 OCCUPATIONAL SEPIES 16 GRADE AND STEP 17 SALARY OR RATE \$ 20,385 0136.01 14 GS I B REMARKS VICE RICHARD CONOLLY STAFF EMPLOYEE SPECIAL Home Base: WH 11 hebig HENRY L. BERTHOLD DATE SIGNED 三 C/WH/PERS 2-11 70 SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL DA. 12 | 14 | 69 31 SECURITY 34. SEX 12 15 68 33 SECURITY REQ HO. EOD DATA 00000 MI 40 SOCIAL SECURITY NO FEGL: MEALIN .WSURANCE CODE (000 Q5822542 PREVIOUS CIVILIAN GOVERNMENT SERVICE 42 LETTE CAT STATE BAX BATA 0- NO PREVIOUS SERVICE 1- NO BREAK IN SERVICE 2- BREAK IN SERVICE (LESS THAN 0 YEARS, 3-88666 IN SERVICE (MODE THAN 3 YEARS CODE NO TAR STATE COM POZM EXECUTED : CODE NO TAR EXEMPTIONS 1 = 165 2 - HQ المبياء أرامين أأميت DATE APPROVED 45 POSITION CONTROL CERTIFICATION FORM 1152 USE PREVIOUS EDITION SECRET

12 March 1969

William on Keit : Employee

MEMORANDUM FOR: TRB & CSPS

SUBJECT:

Fibiess Report -

Attached hereto is Subject's Annual/Reassignment of Supervisor

Fitness Report covering reporting period 1 January 1968 - 6 Jan. 1969.

Virginia C. Lynch

1 Attachment, A/S

100 STA

. . . SECRET (When Filled In)

	9 August 1961			
1. SERTAL NUMBER 2.	NAME (Last-First-	Maddles		The second secon
<i>5</i> 59198 ✓	KENT, W13	lliam M.		
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18A: JUNATURE OF FEMALE AND	FANS OFFICIAL  L, C/MH/Z/Pers  V PS LOW FOR  SECOND 175  27 833 55 MAX  THE CASE TO ASS. 125  THE CASE TO ASS.	## 19 - 19 - 19 - 19 - 19 - 19 - 19 - 19	OF THE OFFICE OF    05   09   29	EN SERVICE APPROVING OFFICER  C. C

	REQUEST FOI	R PERSONNEL AC	TION	DATE PREPARED			
			21 FEBRUARY 1962				
S SERIAL NUMBER	2. NAME (Last-Fir	#t-Middle;					
059198	KENT, WILL	TAN H.					
NATURE OF PERSO	MNEL ACTION		4. EFFECTIVE DATE REQUESTED	5. CATEGORY OF EMPLOYMENT			
REASSIGNIEST			13 13 62	(3.0)/1000 / %			
	X v TO v	V TC CF	7 COST CENTER NO. CHARGE-	8 LEGAL AUTHORITY (Completed i			
- FUNDS	CF TO V	CF TG CF	2235-1000-1000	Office of Personnel)			
. ORGANIZATIONAL	DESIGNATIONS	<u> </u>	10. LOCATION OF DEFICI	AL STATION			
DLP WH BRANCH 3 CARIBBEAN SE	CTION		Washington, D. C	s.			
1. POSITION TITLE			12. POSITION NUMBER	13. CAREER SERVICE DESIGNATION			
OPS OFFICER		<b>4</b> 0)					
	CHEDULE (GS LR etc.)	15. OCCUPATIONAL SEPT	ES 16 GRADE AND STEP	D 17 SALARY OR MATE			
GS							
(JU	(03)	0136.01	_ 12 2	9215 1			
6. REMARKS FROM: DUP/WI	H/4/PA PROPAGAN	LA SECTION/707/	Washingrot, d. 1.	24 3 A			
	H/4/PA PHOPAGAN	LA SECTION/707/	washimuyot, д. т. €	22y 3A			
PROM: DUP/WI	PEQUESTING OFFICIAL C/MM/PERSONEM	DATE SIGNED	189. SIGNATURE OF CAPEE OFFICER	P SERVICE APPROVING DATE SIGNED			
PROM: DUP/WI	PEQUESTING OFFICIAL  C/M2/PERSON OF  SPACE BELOW SU  STREET OFFICE OFFIC	DATE SIGNED  2/03/62  OR FINCLUSIVE US	18º. SIGNATURE OF CAPSE OFFICER  COFFICER  COF	P SERVICE APPROVING DATE SIGNED			
PROM: DUP/WI	PEQUESTING OFFICIAL CONTROL OFFICIAL SPACE SELOW SO SPACE ORDER PROPERTY AND ALLERTED	DATE SIGNED  2362  OR FXCLUSIVE US STATEM 122 WINDS	189 SIGNATURE OF CAPER OFFICER  POSITION  COLUMN  COLU	P SERVICE APPROVING DATE SIGNED			
PROM: DUP/WI	PEQUESTING OFFICIAL  C/NY/PERSON D  SENCE BELOW FO  DEFINE ORDERS  ALL-AFFE  FECIAL D  PET REMARK  PET	DATE SIGNED  2 2 6 2  3R FXCLUSIVE US  STATE ON 22 INTERPRETATION  1 04 4 31 DEMANATION	189. SIGNATURE OF CAPEE OFFICER  DE OF, HE OFFICE OF CAPEE  CAPTE CONTROL OF CAPEE  CAPTE CONTROL OF CAPEE  DO 19129	P SERVICE APPROVING DATE SIGNED  ERSONNELL  DA. 10. 10. 10. 10. 10. 10. 10. 10. 10. 10			
PROM: DUP/WI	PEGUESTING OFFICIAL  C/MY/PERSON OF  SETACE SETLOW SET  FOR CORRECT SETLOW  PEGET SET OFFICE CORRECT  PEGET SETLOW   DATE SIGNED  2 2 6 2  3R FXCLUSIVE US  STATE ON 22 INTERPRETATION  1 04 4 31 DEMANATION	189. SIGNATURE OF CAPER OFFICER  POST HE OFFICE OF  CERTIFICATION  10. 10. 10. 10. 10. 10. 10. 10. 10. 10.	P SERVICE APPROVING DATE SIGNED  2 SEACE  THE ROOMNE L.  DEC. S. PALE  20. 10. 11. 11.				
PROM: DUP/WI	PEQUESTING OPEICIAL  C/W2/PERSON: 01  SEACE BELOW SO  SENDE OPEING  PORTIAL  PORTIAL  SEACE SELOW SO  OPEING  PORTIAL  SEACE  SE	DATE SIGNED  2/03/62  OR FOXCLUSIVE US  STATE ON 22 ORTS  1 DATA 21 CONSTRAINTS  24 A LOVE  COMP DATE 33 MM 15 CO.	189. SIGNATURE OF CAPES OFFICER  18 OFFICER  18 OFFICE OF	EDD DATA  SERVICE APPROVING DAYE SIGNED  2 SEASONNEL  5.001 19 JAN 10 JA			
PROM: DUP/WI  BA: STRENATURE S  COSE SOUT S  CAST COSE SOUT S  CAST COSE SOUT S  COSE S	PEQUESTING OFFICIAL  C/NY/PERSON OF  SENACE BELOW FO  OFFICE ORDING  JAMES OF TREMEN  LEFERING  J. FLER REMEN  LEFERING	DATE SIGNED  2/03/62  OR FINCLUSIVE US 2 STATION 22 INTO DOTA 1 DATA 31,500 ABATOM 56.01	189. SIGNATURE OF CAPES OFFICER  18 OFFICER  18 OFFICE OF	P SERVICE APPROVING DATE SIGNED  PERSONNELL  DA. 10. W. ST. S. SEX.  EOD DATA  P. SEX. SEX. SEX. SEX. SEX. SEX. SEX. SEX			
PROM: DUP/WI  BA. SHONATURE  C. BONISCH  COSE 2007  COS	PEGUSTING OFFICIAL  C/M2/PERSON OF  SETACE SETLOW SO  SE	DATE SIGNED  DR ENCLUSIVE LS STATION 22 INTEGES  LOATA 23, COMMATTING DATA JOSE  OTHER DATE 35 MILL (SEQ.)  EL 10, 1 - 100 2 - 40 2 - 40 2 - 40 2 - 40	189 - SIGNATURE OF CAPEE  OFFICER  18 - SIGNATURE OF CAPEE  OFFICER  18 - SIGNATURE OF CAPEE  OFFICER  OFFICER  OFFICER  OFFICER  OFFICER  OFFICER  OFFICER  OFFICER  FEDIT J. M. A., M. CODE  FEDIT J. M. CODE  F	P SERVICE APPROVING DAYE SIGNED  1'E RSONNELL  1. SAN SUPER TO STAN STAN STAN STAN STAN STAN STAN STAN			
PROM: DUP/WI  BAL SHEWATURE S  ACTION TO IMEGIT A  COSE SOUTH  COSE SOUTH  ACTION TO IMEGIT A  COSE SOUTH  ACTION TO IMEGIT A  COSE SOUTH  ACTION TO IMEGIT A  ACTION	PEQUESTING OFFICIAL  C/NY/PERSONE OF  SETACE SETLOW SE  SETACE STREET  FOR THE TOTAL SET OFFI  NOT SECULOF ORTAL	DATE SIGNED  DATE SIGNED  DATE SIGNED  STATE OF 22 THE DATE OF THE	189 - SIGNATURE OF CAPER OFFICER  20 - 1	P SERVICE APPROVING DAYE SIGNED  1'T RSON'SE L  1'T			
PROM: DUP/WI  BAL SHEWATURE S  ACTION TO IMEGIT A  COSE SOUTH  COSE SOUTH  ACTION TO IMEGIT A  COSE SOUTH  ACTION TO IMEGIT A  COSE SOUTH  ACTION TO IMEGIT A  ACTION	PEGUSTING OFFICIAL  C/N/A/PERSONNEL  SPECIAL DA PET REMA  REFERENCE - COL  - CO	DATE SIGNED  DATE SIGNED  DATE SIGNED  STAFON DESCRIPTION  STAFON DATE STAFON  DATA JOSE  COMP DATE STAFON  COMP DATE SIGNED  COMP DATE SIGNED  COMP DATE STAFON  COMP DATE SIGNED  COMP DATE SI	189 - SIGNATURE OF CAPER OFFICER  20 - 1	FERSONNELL  SERVICE APPROVING DAYE SIGNED  FERSONNELL  SERVICE STATE  DA. 10.  STATE UP 1.  SERVICE STATE STATE STATE A.  SERVICE STATE ST			

SECRET (*hen Filled In)

					DATE PREPAR	EĐ	
		OR PERSONNEL ACT	TION			8 MAY 1962	2
1. SEPIAL NUMBER	Z. NAME (LOST-Fi	rst-Widdlej					
659198	KENT, WIL	LIAM M.					
3. NATURE OF PERSO	ONNEL ACTION		4. EFFECT: VE TATE		5. CATEGORY	OF EMPLOYMENT	
REASS IGNMENT			05 18	62	REGULAR		
4. FUADS	X v to v	√ TO CF	7. COST CENTER NO	CHARGE.	8. LEGAL AUT Office of	HORITY (Comple Personnel)	ted b
	CF TO V	CF TO CF	2235-1000-	1000			
9. ORGANIZATIONAL	DESIGNATIONS		10. LOCATION OF	F OFFICIA	L STATION		
DDP WH							
ERANCH 5 CA SECTION			1:40UTName				
CA SECTION			WASHINGTO	M, D. O	3.		
11. POSITION TITLE			12. POSITION N	UMBER	13. CAREER S	ERVICE DESIGNA	TION
OPS OFFICER		6	892		1 1 1 1	D	
	CHEDULE ( GS, LR, etc.	) IS OCCUPATIONAL SERIES		STEP	17. SALARY O		
GS		0136.01	12	@2	* <del>9215</del>	9475	_
M. REMARKS				- )	/~~/		
STAFFING CON		•			15		
		-•			15		
		•			15		
					<b>(</b> \$		
BA- SIGNATURE OF	REQUESTING OFFICIA		198. SIGNATURE	OF CAREG	S SERVICE APPI	ROVING DATE SI	GNED
BA. SIGNATURE OF	eners	DATE SIGNED	188. SIGNATURE	OF CAREER			GNED
P. C. BOWERS	C/WH/PERSONS	DATE SIGNED  SOR EXCLUSIVE USE	Peur	C. (1	Kain		GNED
P. C. BOWERS	C/WH/PERSON: SIACE BELOW E	DATE SIGNED	OF THE OFF	Li C		77 7875 OF (1	GNED
P. C. BOWERS	STACE BELOW E	DATE SIGNED  TEL  FOR EXCLUSIVE USE  12 STATE BY 22 MITS FOR	OF THE OFFI	Li C	A ALA PERSONNEL	In.	GNED
P. C. BOWERS	STACE BELOW E	DATE SIGNED  FOR EXCLUSIVE USE  12 STAT W 12 NOTE    10 DATA OF SHARAL OF	OF THE OFFI	( CF OF )	PERSONNEL MI J PAS	77 7875 OF (1	н
HA. SIGNATURE OF C. BOWERS  P. C. BOWERS  P. A. OR P. CROSS  S AT OR P. CROSS  S AT CROSS	STACE BELLOW BELLOW BOTH COMMENT OF COMMENT	DATE SIGNED  FOR EXCLUSIVE USE  OF AN	OF THE OFFI	( CF OF )	A ALA PERSONNEL	77 00 to 00 (4)	н
P. C. BOWERS  A. J. October 2. Comp. 1. (2).  3.7 / O G. October 2. Comp. 1. (2).  3.7 / O G. October 2. Comp. 1. (2).  3.7 / O G. October 2. Comp. 1. (2).  3.7 / O G. October 2. Comp. 1. (2).  3.7 / O G. October 2. Comp. 1. (2).  3.7 / O G. October 2. (2).	STACE BELOW E	DATE SIGNED  FOR EXCLUSIVE USE  22 CAT M 22 NOTE 1  20 CAT M 24 CATAL OR  AND JATA OR  COPP. DATE SEMICOTER COE	OFFICER OFFICE	CF OF TALL TR	PERSONNEL AT 1 PAGE 1 P	77 00 to 00 (4)	H SF#
184 SIGNATURE OF P. C. BOWERS  9. A. 1 ON P. C. BOWERS  3. A. 1 ON P. C. BOWERS  3. A. 1 ON P. C. BOWERS  5. DEL. SEFFERNIC	C/MH/PERSON ST ACH BELOW E DE DE DE DE DE HAMPE C LEPHANT HAMP	DATE SIGNED  FOR EXCLUSIVE USE  22 STAT W 22 WITE STATE  OOF	OF THE OFFI  OF TH	CF OF TALL TR	PERSONNEL DE 1 205 EA 100 EOD DATA	22 2475 OF (1)  22 2475 OF (1)  33 SECURITY 35,  950 Ma.	H SF#
P. C. BOWERS  9. A. T. OR P. C. MOLI. P. C. CO. S. C.	C/MH/PERSON ST ACE BELOW E CE OF CLOW B ADMINIST ALE PROSECT HHYO WH SPECIAL SECRET SE	DATE SIGNED  TEL  TOH EXCLUSIVE USE  12 STAT W 22 MITS 1  TOD  THE JATA STATE SEMINATION  TO ME SAME SEMINATION  T	GENTHE OFFI  GENTHE OFFI  AND OF  AND  AND  AND  AND  AND  AND  AND  AN	( CF OF ) 29 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7	PERSONNEL ME S 743	27 7875 OF (3)  30 SETURITY BY  80 SETURITY BY  80 DOTA, BRC 9 (6)	H SEX
P. C. BOWERS  9. ALT ON 2. CHILL.  0079  00 BY C.	ST ACLE BELLOW B  10 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	DATE SIGNED  FEL  POR EXCLUSIVE USE  12 STAT W 22 NOTE TO  OFF. OATE SEMINATED  TOP  14 A STATE  TOP  15 FAME TATE  TOP  16 FAME TATE  TOP  17 FAME TATE  TOP  TOP  TOP  TOP  TOP  TOP  TOP  T	GENTHE OFFI  GENTHE OFFI  AND OF  AND  AND  AND  AND  AND  AND  AND  AN	CF OF STATE	PERSONNEL TOTAL PARAMETERS EOD DATA  NUMBER EOD DATA  NUMBER EOS COS  THE FRIENDS	33 SECULT V 3.	H SEX
184 SIGNATURE OF C. BOWERS  9. ALT ON 7. C. C. SOUTH OF C. C. SOUTH OF C.	C/MH/PERSON  STACE BELOW &  TOP THE CLOW &  NUMBER OF ALPHANES OF  H 470 W 4  STACE BELOW &  NUMBER OF ALPHANES OF  H 470 W 47  NOT THE CLOW &   DATE SIGNED  FOR EXCLUSIVE USE  POR EXCLUSIVE USE  POR STATE  OF S	GENTHE OFFI  GENTHE OFFI  GOOD IN, WIFE F  GOOD IN, WIFE F  GOOD IN, WIFE F  TO THE OFFI  TO THE	CE OF OF 19 17 19 19 19 19 19 19 19 19 19 19 19 19 19	PERSONNEL INTERPRETATION OF THE PROPERTY OF TH	27 7875 OF 13  W. SA. SECURITY BA. SEC 9.7  AND ODDIA. SEC 9.7  FRA COTA  FODE MOLTAN STORM	* NG.	
TRANSIGNATURE OF CONTROL OF CONTR	C/MH/PERSON  STACE BELOW &  TOP THE CLOW &  NUMBER OF ALPHANES OF  H 470 W 4  STACE BELOW &  NUMBER OF ALPHANES OF  H 470 W 47  NOT THE CLOW &   DATE SIGNED  FOR EXCLUSIVE USE  POR EXCLUSIVE USE  POR STATE  OF S	GENTHE OFFI  GENTHE OFFI  AND OF  AND  AND  AND  AND  AND  AND  AND  AN	CE OF OF 19 17 19 19 19 19 19 19 19 19 19 19 19 19 19	PERSONNEL TOTAL PARAMETERS EOD DATA  NUMBER EOD DATA  NUMBER EOS COS  THE FRIENDS	27 7875 OF (3)  30 SETURITY BY  80 SETURITY BY  80 DOTA, BRC 9 (6)	* NG.	
P. C. BOWERS  P.	C/MH/PERSON  STACE BELOW &  TOP THE CLOW &  NUMBER OF ALPHANES OF  H 470 W 4  STACE BELOW &  NUMBER OF ALPHANES OF  H 470 W 47  NOT THE CLOW &   DATE SIGNED  FOR EXCLUSIVE USE  POR EXCLUSIVE USE  POR STATE  OF S	GENTHE OFFI  GENTHE OFFI  GOOD IN, WIFE F  GOOD IN, WIFE F  GOOD IN, WIFE F  TO THE OFFI  TO THE	CE OF OF 19 17 19 19 19 19 19 19 19 19 19 19 19 19 19	PERSONNEL TOTAL PARAMETERS EOD DATA  NUMBER EOD DATA  NUMBER EOS COS  THE FRIENDS	SECURITY OF A SECURITY SECURIT	* NO.	

		(When F.	illed In)				
	REQUEST FO	OR PERSONNEL ACT	ION	DATE PREPARED			
1. SERIAL NUMBER			26 November 1962				
. SERIAL HUMBER	2. NAME (Lest-Fi.	rut-Middle)					
059198	KENT, WIL	LIAM M.					
3. NATURE OF PERSON	NEL ACTION		4 FFFECTIVE DATE REQUEST	ED 5. CATEGORY OF EMPLOYMENT			
REASSIGNMEN'	P .		11 30 62	1			
. FUNDS	у то у	V TO CF	7. COST CENTER NO. CHARGE	- 8. LEGAL AUTHORITY (Completed b			
	CF TO V	CF TO CF	3235 1000 1000				
DDP WH BRANCH © 2 URUGUAY/PARA		ON	WASHINGTON, E				
E. POSITION TETLE	to a second the second the second	N D TO THE PROPERTY WAS AS AS	12. POSITION NUMBER	13. CAREER SERVICE DESIGNATION			
OPS OFFICER			<b>101.6</b> 970	D			
4. CLASSIFICATION SCH	EDULE (GS, LB, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR MATE			
GS		0136.01	12 3	\$10,105			
		)	1	CSID			
84. SIGNATURE OF RE	QUESTING OFFICIAL	DATE SIGNED	ian. Signature of Care	ER SERVICE APPROVING DATE SIGNED			
C. BOWERS	C/WH/Perso	annel 2620062	OFFICER OF	accon			
51	ACE BELOW F	OR EXCLUSIVE USE	OF THE OFFICE OF	FERSONNEL  JE DATE OF JAME OF JE			
por "	350 WH	1001 0108	77.72	MO EA, YA M2, D4, 51,			
NYE EXPIRED 150 - 16	CIAL 2. RETARMENT CO.D.	TATA CRE	1 0 67 29	EOD DATA   SE SES, NO.   94 SEX			
MET. PREFERENCE 34 SER	5 - MONE 2, Orano, 7815   32, U-91,	TOMP, DATE 38. CLREER LATE	CORY 37, TEG. / HEALTH	MENERALE NOOLIN SELERITY NO.			
E C - NINE M.	24 (4) (44)			45 at 142 caps			
PREVIOUS CONFORMANT	SEPACIFE DATA			THE TAX DATA			
7 - 84 - 87 - 57 - 57 - 57 - 57 - 57 - 57 - 57	ERVICE FELLOS TE TUSTS THAN 3 THES TE SMORE THAN 3 TROS	CLOSE CHAMBER OF COLUMN TO A 1 to 1		FORM FEECUTED LIDE NA THE STATE CODE TALMP.			
POSITION CONTROL	CERTIFICATION	41	6. G.P. APPROVAL	DATE APPROVED			
1 Cearne	n 1/30'c.	2-	O.C. Sar	Van			
1152 CRECLETE	PRE VIOUS ED PTION	SECR	ET _	GROUP 1			

SECRET (When Filled In)

REQUEST FOR			
	TION	5 JUNE 1963	
1. SERIAL NUMBER 2. NAME (Lost-First	t-Middle)	<u> </u>	
●59198 V KENT, WILLIA	AM M.		
. NATURE OF PERSONNEL ACTION			TED S CATEGORY OF EMPLOYMENT
REASSIGNMENT		08 1 6	REGULAR
6, FUNDS X V TO V	V TO CF	7. COST CENTER NO. CHARG	8. LEGAL AUTHORITY (Completed by Office of Personnel)
F. ORGANIZATIONAL OFSIGNATIONS	****	10 LOCATION OF OFFI	CIAL STATION
DDP/WH PLANS & OPERATIONS STAFF (SECTION B)	<b>ह</b>	WASHINGTON,	D.C.
II. POSITION TITLE	received a supportant of	12. POSITION NUMBER	13. CAREER SERVICE DESIGNATION
OPS OFFICER		645	D
14. CLASSIFICATION SCHEDULE (GS, EB, etc.)	15 - OCCUPATIONAL SERIE		17. SALARY OR RATE
GS	0136,01	13 1	*14,150
8. REMARKS		L	
			ABCOLACT by CSPD
IAN SANTIBE OF HIS SANTING	DATE STONED		CSPD STANDARD DATE SIGNED
ROBERT D. CASHMAN C/WH/	PERS aug 6	Paul (	AFER SERVICE APPROVING DATE SIGNED
ROBERT D. CASHMAN C/WH/	PERS Aug 6	THE OFFICE OF THE OFFICE OF	AFER SERVICE APPROVING DATE SIGNED
ROBERT D./CASHMAN C/WH/	PERS / Aug 6	1 05 09:29	REFER SERVICE APPROVING DATE SIGNED  W. J.
ROBERT D./CASHMAN C/WH/	PERS / Aug 6	THE OFFICE OF TH	REER SERVICE APPROVING DATE SIGNED  W. Jun  F. F. E. M. J. N. N. E. J.
### 10   CASHMAN C/WH/   STACE   FELOVA   CONTROL   CONT	DR - XV LL SIVE US  OF A TO LL SIVE US  OF A T	0 0 1 1 0 0 0 1 0 0 0 0 0 0 0 0 0 0 0 0	REFER SERVICE APPROVING DATE SIGNED  WILLIAM  F. F. E. M. S. N. N. E
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SECRET (When Filled In)

REQUEST FOR PERSONNEL AC	THON	
		5 JANUARY 1965
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059198 KENT, WILLIAM M. T	4. EFFECTIVE DATE REQUESTED	S. CATEGORY OF EMPLOYMENT
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SECTION B	WASH., D. C.	
FI, POSITION TITLE	12 POSITION NUMBER	13 CAREER SERVICE DESIGNATION
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R. O. CASHMAN C/WH/PERS /6/64	(1. )	olex 1-8-6
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9 ORGANIZATIONAL DESIGNATIONS			10. LOCATION	OF OFFICIAL STATIC	N	TO THE PERSON NAMED IN COLUMN
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Classify According To Content. SECRET REQUEST FOR PERSONNEL ACTION 6. CS - EOD 1. Serial No. 2. Name (Last-First-Middle) 3. Date Of Birth 4. Vet. Prof. 5. Sex Do Do 5 Pr-1 KENT, William M. 9 29 13. Mil Serv. Credit, LCD 10. Apmt. Affidav. 11. FEGL1 12.
Mo Do Yr Yes. 1 Code Mo 8. CSC Ratmt. 9. CSC Or Other Legal Authority SCD LCD Do Yes - 1 No - 2 **PREVIOUS ASSIGNMENT** 15. Location Of Official Station 14. Organizational Designations Code Station Code DDP/WH Branch III Cuba Section Washington, D.C. 16. Dept. Field 17. Position Title
Dept Code 18. Position No. 19. Serv. 20. Occup. Series 0136.01 Area Ops Officer 322 21. Grade & Step 22. Salary Or Rate 23. SD 24. Date Of Grade 25. PSI Due 26. Appropriation Number 11-2 8-3500-20 DI ACTION 28. Eff. Date 29. Type Of Employee Code 30. Separation Data 27. Nature Of Action REASSIGNMENT 01 05 Transfer from V to UV 129158 PRESENT ASSIGNMENT 31. Organizational Designations 32. Location Of Official Station Station Code Code DDP/WH 77003 Branch I 4650 Caracas, Venezuela Station Caracas, Venezuela 33. Dept.- Field 34. Position Title 35. Position No. 36. Serv. 37. Occup. Series / 0136.51 🔼 B#F-537-14 I.O. (FI) Fran - XI 38. Grada & Step 39. Salary Or Rate 40. SD 41. Date Of Grade | 42: PSI Due 43. Appropriation Number Da Yr Mo 8-3588-55-066 07 | 0 / 1 5 GO 6 | 08 | 59 SOURCE OF REQUEST A. Requested By (Name And Ville) C. Request Approved By (Signature And Title) P.C. BOWKRS WH/Personnel Officer bob B. For Additional Information Call (Name & Telephone Ext.) JOHN WASHINKO 8212 CLEARANCES Signature Clearance Clearance Signature Date A. Career Board B. Pos. Centrol

FORM 1152a 5-57

C. Classification
Remarks New 1

2 copies to Security.

Transfer from Vouchered to Unvouchered Funds.

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## NOTIFICATION OF PERSONNEL ACTION

Mr. William M. Kent

5-9-29

PSA 6

6-26-58

Limited Appointment

7/23/58

Section 522,1 PL 72h 79th as amended

Political Officer

Assistant Attacks

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XCSC

7/23/58

Execute SF_6Ls

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21. Grade & Ste <b>)7</b>	\$ 6435	23.				Yr. 1	No. [	Da.	Yr.						
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27. Nature Of	Action		Code	28. E	ff. Date	29.	Туре	Of Emp	loyee			Code	a 30.	Separati	on Data
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24 Oi	onal Designations				Code	32.	Locati	on Of	Offici	al Stat	ion			Statio	n Code
31. Organizatio	ondi bongilari													1	٠.,
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33. Dept Field	34. Position T	itla			1			35.	Positio	n No	-	36. Ser	v. 37.	Occup.	Series
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p. C. Bo	wers WH/Pe	rsonnel	Offic	er											
B. For Additio	nal Information Sc	il (Name &	elephor	ne Ext.	)										
John Was	shinko X824	12			CLEAR	ANCE	c								
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A. Career Boo B. Pos. Control			KI	1	4 1959 - 0	Ę	٠		10	-		0	r	/	10 Mari
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		REQUEST	FOR PERSO	ONNEL ACT	ION	141 44	2018194	*
I. Serial No.	2. Name (Last-First-A	Aiddle)		3. Date Of Birth	4. Vet. Pref.	5. Sex		- EOD
				Mo. Da. Yr.	None-0 Code 5 Pt-1		Mo.	Da. Yr.
	KENT, WILLIA			05   09   29	10 Pt-2 1	M 1		-
SCD	8. CSC Retmt. 9. C	SC Or Other L	egal Authority	10. Apmt. Affiday				credit. LCb
Vio, Da. Yr.	Yes - 1 Code No - 2 1			Mo. Da. Yr.	Yes-1 Code N No-2	lo.   Da.		5-1 Code
	1	P	REVIOUS ASS					
4. Organizationa	Designations		Code	15. Location Of	Official Station		St	ation Code
DIP WH BRANCH 4				WA	SH., D. C.			
16. Dept Field	17. Position Title			18.	Position No.	19. Serv.	20. Occ	ap. Series
Dept - I Code	ASST ATT	A POL OFF				FSR		
Frgn -	OPS OFF				BA-625	GS_		6.01
		23. SD		Yr. Mo. Da.	Yr. 26. Approp	riation Nu	mber	
12 1	s 6600 8330	D	Mo. Da.	-0		1000 1	000	
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27. Nature Of Ac CONVERSION STATUS		(D B	Mo. Da. Yr.	REGULA		01	30. 3ep	
			PRESENT ASS	IGNMENT				
1. Organizations	al Designations		Code	32. Location Of	Official Station		St	ation Code
DDP WH BRANCH 4			4611	WASH.	, D. C.			
BRANCH 4	34 Position Title		4611		D. C.	[36, Serv.	37. Occ	up. Seric∋
BRANCH 4  33. Dept. Field Dept Code			46,17		Position No.			
BRANCH 4  33. Dept Field Dept. ** Code USfid -	OPS OFF	JAO CD		35.	Position No.  BA-625	GS	0136	
BRANCH 4  33. Dept Field Dept. ** Code USfid -	OPS OFF	40. SD	41. Date Of Gr	35. ade 42. PSI Due	Position No.	GS	0136	
BRANCH 4  33. Dept Field  Dept Code  USfid - Fign - Step  38. Grade & Step	OPS OFF 39. Salary Or Rate		41. Date Of Gr	35.	Position No.  BA-625  43. Appro	GS priation N	0136 umber	
BRANCH 4  33. Dept Field Dept	OPS OFF	40. SD	41. Date Of Gr	35. ade 42. PSI Due Yr. Mo. Da.	Position No.  BA-625  43. Appro	GS	0136 umber	
BRANCH 4  33. Dept Field Dept	OPS OFF 39. Salary Or Rate \$ 8330		41. Date Of Gr Mo. Da.	35. ade 42. PSI Due Yr. Mo. Da.	Position No.  BA-625 43. Approx Yr. 0135	GS priation N	0136 umber	
BRANCH 4  33. Dept Field Dept	OPS OFF 39. Solary Or Rote \$ 8330  Name And This ORS WH/PERSO	D NNEL OFFIC me & Telephone	41. Date Of Gr	35.   36.   35.   35.   36.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.   37.	Position No.  BA-625 43. Approx Yr. 0135	GS priation N	0136 umber	
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BRANCH 4  13. Dept Field Dept	OPS OFF 39. Salary Or Rate \$ 8330  Name And TNLO  RS WH PERSO Information Call (No NKO X 8242	NNEL OFFIC	41. Date Of Gr	35.  ade 42. PSI Due Yr. Mo. Da.  BEQUEST  Request Approve	Position No.  BA-625 43. Approj Yr.  0135	GS priation N	0136 umber	
BRANCH 4  13. Dept. Field Dept T Code USild - Fign - Step 12. 1  A. Requested By ( P. C. BOWE 3. For Additional JOHN WASHI	OPS OFF 39. Salary Or Rate \$ 8330  Name And TNA BS WH PERSO Information Call (No NKO X 8242	NNEL OFFIC	41. Date Of Gr Mo. Da.  SOURCE OF  SER  Ext.)  CLEARA	ade   42. PSI Due Yr.   Mo. Da.       REQUEST Request Approve	Position No.  BA-625 43. Approj Yr.  0135	GS prigation N 1000	0136 umber	.01
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		REQUEST	FOR PERS	ONNEL A	CTION			*
I. Serial No.	2. Name (Last-First-M	iddle)		3. Date Of B				6. CS - EOD
<b>5</b> 59198	KENT WILLIAM			Mo. Da. 05 09	29 10 Pt-	2 1	м 1	Mo. Da. Yr. 01 02 52
7. SCD	8. CSC Retmt. 9. CS	C Or Other Le	gal Authority	Mo. Da.			LCD Da. Yr	13. MH. Serv.
Mo. Da. Yr.	Yes - 1 Code No - 2 1 50	USCA 403	.1	Mo. Da.	Yr. Yes-1 No-2	01		1 .03
51 103 130	1 1 20		EVIOUS AS	SIGNMENT			1 421 2	
4. Organizations	al Designations		Code	15. Location	Of Official	Station		Station Code
DDP WH								
BRANCH I	VETUELA STATIO	N1	4650	CADACAS	VENEZUEI			77003
	NEZUELA STATIO	N	14020	CARACAS	18. Position		9. Serv. 20.	Occup. Series
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16 1	0330	1 0.	ACTIC		1 4 4 1			
27. Nature Of Ac	tion		8. Eff. Date	29. Type Of	Employee		Code  30	. Separation Data
		6/1	No. Da. Yr.		470		om	
REASSIGNO	ent	- (	السالية	REGUL	AH			
*****			9 03 60					
3		P	RESENT ASS	IGNMENT				
31. Organizations	al Designations		Code	32. Location	Of Official	Station		Station Code
DIP WH BRANCH 4			4617	WAS	H., D. C	) <b>.</b>		
33. Dept Field	34. Position Title			1	35. Position	No.  3	6. Serv. 37	. Occup. Series
Dept -▼ Code USfld -	-	OL OFF			1	13	FSR	1
Frgn -	OPS OFF			-	<b>M-62</b> 5		GS	0136.01
38. Grade & Step 07	39. Salary Or Rate _ 6600	40. SD	Mo. Da.	Yr. Mo. D		B. Appropri	ation Numb	er
12 1	\$ 8330	D	1410. Da.	11. MO. D	-, "	0135 1	.000 100	, i
	1	7	OURCE OF	REQUEST	_ <del>'</del>			-
	Name And Title	Down	ero 10	C. Request App	proved By (Si	gnature An	d Title)	
P. C. BOW.	Information Call (Nam	ONNEL OFFI						İ
JOHN WASH		a re-aprioria						
A 1			CLEARA	NCES				
Clearance	Signatur	е	Date	Clearance		Signat	ure	Date
A. Career Board	000	avon	7144	), Placement	-			
B. Pos. Control C. Classification	W		4-15-60	. Approved By	1	Mail		4-15-60
Remarks	1		· · · · · · · · · · · · · · · · · · ·	. Approved by		S.C. COLLAND		7.70
423	fing Complemen	t Change.			1 1	CSPD	1	
2 co	pies to Securi	ty.			100	1-14-6	1	
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